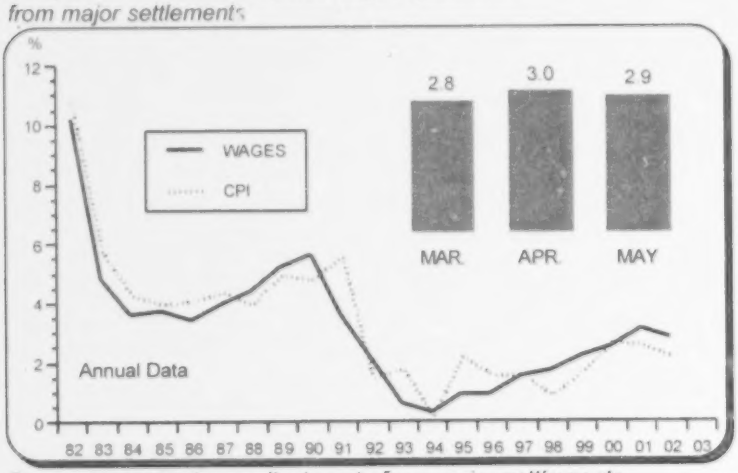
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

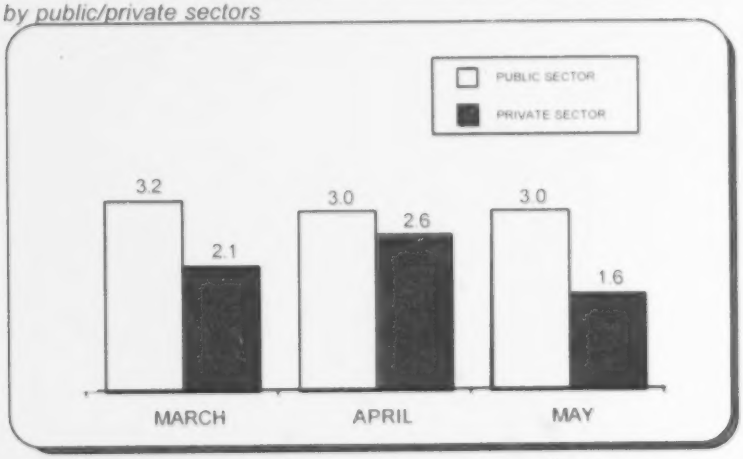
The Wage Settlements Bulletin

July 2003
Volume 14, Issue 7

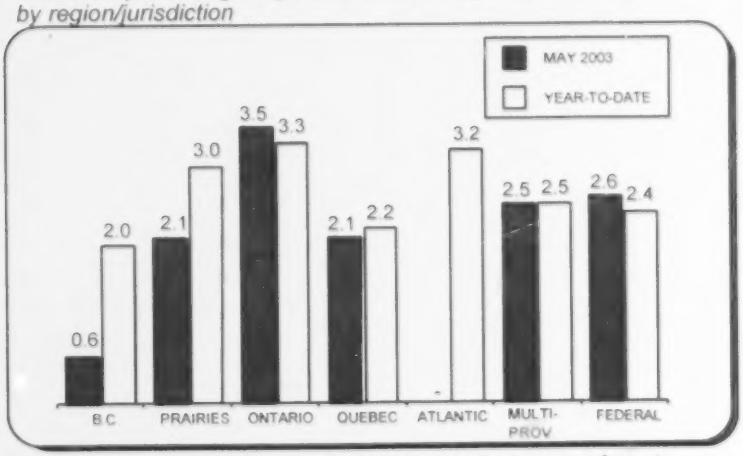
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region/jurisdiction



Le Bulletin existe également en français.

Wage Data for May 2003

Major collective bargaining settlements reached in **May 2003** provided base-rate wage increases averaging **2.9 per cent** annually over the contract term. This is down a fraction from the 3.0 per cent figure in the previous month, but slightly higher than the 2.8 per cent average recorded for the year 2002 and 2003 this year-to-date.

The May 2003 [illegible]ts are based on a review of 47 settlements reached in the period, with a coverage of 92,280 employees.

When the parties to the May settlements previously negotiated (with contract duration averaging 34 months), the resulting wage adjustments averaged 3.1 per cent, compared to the 2.9 per cent in their current round of settlements and a current average contract duration of 32 months.

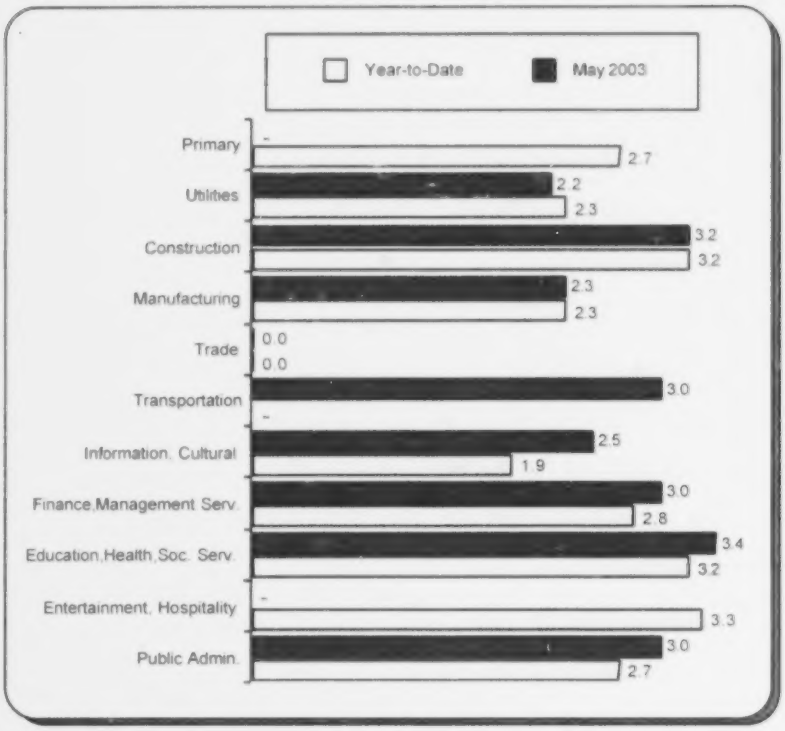
Wage adjustments in May 2003 were largely comprised of public sector settlements (85.1% of agreements covering 90.7% of employees). **Public-sector** wage adjustments for 83,680 employees in 40 settlements averaged **3.0 per cent,** the same as in the previous month, and up a fraction from the 2.9 per cent average for the year 2002. **Private-sector** wage increases for 8,600 employees in 7 agreements averaged **1.6 per cent,** compared to 2.6 per cent in the previous month, and for 2002.

On a regional/jurisdictional basis, the largest concentration of agreements (27 of 47 contracts) and employees (46.6% of all workers) was in **Ontario**; wage increases in Ontario averaged **3.5 per cent**. For all remaining settlements wage increases in descending order of magnitude were: the **Federal jurisdiction** at **2.6 per cent** (3 agreements); a single **multi-province** settlement at **2.5 per cent**; both **Quebec** (8 agreements) and the **Prairie provinces** (6 agreements) at **2.1 per cent**; and **British Columbia** at **0.6 per cent** (2 agreements).

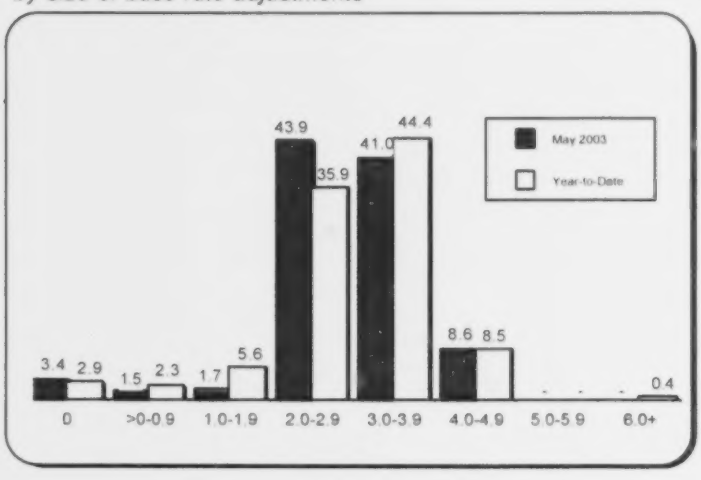
Canada

On an industry basis, the largest concentration of employees was in **education, health and social services** with 37,230 employees (40% of all workers) in 28 agreements; this sector also recorded the largest average increase in wage settlements at **3.4 per cent**.The smallest average wage increase was recorded in the **trade** sector and was mainly a result of a single agreement, Canada Safeway in Manitoba providing 3,100 retail employees with a wage freeze. In the remaining settlements, wage increases in descending order of magnitude were: the **construction sector**, at **3.2 per cent**; the **transportation sector**, the **finance sector** and **public administration**, all at **3.0 per cent**; the **information and culture sector**, at **2.5 per cent**; **manufacturing** at **2.3 per cent and the utilities sector** at **2.2 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, May 2003

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	8	20,080
Ontario	27	42,990
Prairie Provinces	6	8,390
British Columbia	2	1,400
Multiprovince	1	690
Federal	3	18,730

104-03424/

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2003	Year to	2003		
				1	2	3	4	1	Date	Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.3	2.8	2.8	2.8	3.0	2.9
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.1	2.8	2.9	3.0	3.1	2.9
COLA	2.4	3.2	3.5	2.2	2.4	3.7	4.2	1.9	2.3	1.4	2.0	2.8
First Year Increase	2.3	3.4	3.0	2.8	2.9	3.0	3.7	3.0	2.9	2.8	2.8	3.0
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.3	3.1	3.1	2.9	3.2	3.0
COLA	2.5	3.3	4.1	1.5	2.4	4.6	5.2	1.6	1.7	1.2	0.9	2.3
Industries												
Primary	1.8	2.7	1.8	-	1.5	1.9	-	1.5	2.7	-	3.8	-
Utilities	3.5	2.5	2.4	3.3	0.7	3.3	3.4	3.9	2.3	-	3.1	2.2
Construction	3.6	3.2	1.2	-	-	1.2	-	-	3.2	-	-	3.2
Manufacturing	2.7	2.6	3.5	2.6	3.0	3.6	4.0	2.3	2.3	2.2	2.3	2.3
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	0.0	-	-	0.0
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.5	2.7	2.4	-	3.0
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	1.4	1.9	1.4	2.7	2.5
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.7	2.8	-	-	3.0
Education, Health, Social Services	2.6	3.5	3.0	3.2	2.8	3.4	3.3	3.0	3.2	3.4	3.3	3.4
Entertainment,Hospitality Industry	3.0	4.0	2.4	1.8	1.9	3.3	2.2	3.3	3.3	3.6	-	-
Public Administration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.7	2.7	2.8	2.4	3.0
Jurisdictions												
Newfoundland and Labrador	3.7	5.0	6.6	7.5	6.0	-	5.0	3.0	3.0	2.7	-	-
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	3.6	3.6	3.6	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	3.4	3.4	3.4	-	-
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	2.3	2.6	2.3	3.8	-
Quebec	2.4	2.8	2.1	2.3	2.1	2.3	2.0	1.8	2.2	1.8	2.7	2.1
Ontario	2.6	3.0	3.0	2.7	2.8	3.1	3.4	3.0	3.3	3.0	3.4	3.5
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.1	2.4	3.2	3.0	0.3
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	3.6	3.0	3.6	2.6	-
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	4.1	3.5	3.5	-	3.6	3.4
British Columbia	1.6	3.1	1.9	2.5	1.0	1.4	2.0	2.3	2.0	-	1.5	0.6
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1	-	2.5	-	-	2.5
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.1	2.4	1.9	2.7	2.6
Public Sector	2.5	3.3	2.9	3.1	2.7	3.2	3.2	2.9	3.0	3.2	3.0	3.0
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.2	2.1	2.6	1.6
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.4	3.9	4.3	3.0	2.9

Data for the month of May are preliminary.

MAJOR SETTLEMENTS REACHED IN MAY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (5 agreements)	**18,250**	**2.2**	**2.2**	**34**	
Hydro One, office and clerical employees, province-wide, Ont.	3,100	3.0	3.0	24	2005-03-31
Hydro-Quebec, general tradesmen, province-wide, Que.	5,890	2.0	2.0	36	2006-12-31
Hydro-Quebec, office and clerical employees, province-wide, Que.	5,350	2.0	2.0	36	2006-12-31
Hydro-Quebec, technical employees, province-wide, Que.	2,420	2.0	2.0	36	2006-12-31
Hydro-Québec, engineers, province-wide, Que.	1,490	2.0	2.0	36	2006-12-31
Construction (1 agreement)	**550**	**3.2**	**2.8**	**48**	
Alberta Roadbuilders & Heavy Construction Association, operating engineers, province-wide, Alta.	550	3.2	2.8	48	2007-02-28
Manufacturing (4 agreements)	**3,350**	**2.3**	**1.9**	**40.7**	
Alcoa Primary Fusion, plant and maintenance employees, Baie-Comeau, Que.	1,590	2.9 *	3.0	46	2007-03-31
Cadbury Trebor Allan Inc., production, Toronto, Ont.	550	2.0	0.0	36	2005-12-03
TRW Canada Limited, plant and maintenance employees, St. Catharines, Ont.	700	1.1 *	0.8	36	2006-04-30
Willmar Windows, production, Winnipeg, Man.	510	2.0	2.0	36	2005-11-12
Wholesale and Retail Trade (1 agreement)	**3,100**	**0.0**	**0.0**	**12**	
Canada Safeway Limited, retail employees, province-wide, Man.	3,100	0.0	0.0	12	2004-11-13
Transportation (2 agreements)	**8,580**	**3.0**	**2.8**	**46**	
Canada Post Corporation, postmasters, Canada-Wide	6,630	2.9 *	2.8	48	2005-12-31
City of Calgary, bus drivers, Calgary, Alta.	1,950	3.2	3.0	39	2006-06-30
Information and Culture (1 agreement)	**1,600**	**2.5**	**0.0**	**60**	
Expertech Network Installation Inc., technical employees, Ontario & Quebec	1,600	2.5 *	0.0	60	2006-11-30
Finance, Real Estate, Management Services (1 agreement)	**740**	**3.0**	**3.0**	**36**	
Metropolitan Toronto Convention Centre Corporation, general services employees, Toronto, Ont.	740	3.0	3.0	36	2005-12-31
Education, Health and Social Services (28 agreements)	**37,230**	**3.4**	**3.3**	**25.8**	
Avon Maitland District School Board, office and clerical employees, Seaforth, Ont.	600	3.7	3.2	24	2004-08-31
Continuing Care Employers Bargaining Association, nursing assistants, Edmonton, Alta.	1,350	3.5	4.0	24	2004-06-30
Durham District School Board, elementary teachers, Whitby, Ont.	2,430	4.1	4.2	24	2004-08-31
Durham District School Board, secondary teachers, Whitby, Ont.	1,460	4.1	4.2	24	2004-08-31
Durham District School Board, teaching assistants, Whitby, Ont.	600	3.2	3.1	36	2006-03-31
Government of Yukon, elementary and secondary teachers, territory-wide, Y.T.	690	2.5	2.0	36	2006-06-30
Halton District School Board, secondary teachers, Burlington, Ont.	1,080	3.9	3.5	24	2004-08-31
Hamilton-Wentworth District School Board, elementary teachers, Hamilton, Ont.	2,000	3.8	3.6	24	2004-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN MAY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Kawartha Pine Ridge District School Board, elementary teachers, Peterborough, Ont.	1,500	4.2	4.2	12	2003-08-30
Lambton Kent District School Board, secondary teachers, Sarnia, Ont.	610	4.1	4.1	12	2003-08-31
McGill University, teaching assistants, Montréal, Que.	800	3.1	0.0	73	2007-06-30
Ottawa-Carleton Catholic District School Board, elementary and secondary teachers, Nepean, Ont.	2,400	3.6	4.5	24	2004-08-31
Ottawa-Carleton District School Board, elementary teachers, Nepean, Ont.	2,840	3.8	3.5	24	2004-08-31
Ottawa-Carleton District School Board, occasional teachers, Nepean, Ont.	900	2.0	2.0	36	2004-08-31
Peel District School Board, elementary teachers, Mississauga, Ont.	5,000	3.6	3.4	24	2004-08-31
Peel District School Board, teaching assistants, Mississauga, Ont.	750	3.6	3.4	24	2004-08-31
Provincial Health Authorities of Alberta, support employees, Grande Prairie, Alta.	930	3.9	4.0	24	2004-03-31
Simcoe County District School Board, occasional teachers, Midhurst, Ont.	800	4.4	4.4	12	2004-08-31
Simon Fraser University, office and clerical employees, Burnaby, B.C.	800	0.8	0.0	36	2005-03-31
Thames Valley District School Board, educational services, London, Ont.	670	2.5	3.0	44	2005-08-31
University of Montreal, office and clerical employees, Montréal, Que.	1,700	2.0	2.0	12	2003-11-30
University of Victoria, office and clerical employees, Victoria, B.C.	600	0.4	0.0	36	2005-03-31
University of Western Ontario, lecturers, London, Ont.	1,400	3.1	3.5	48	2006-06-30
Université du Québec à Trois-Rivières, lecturers, Trois-Rivières, Que.	840	1.8	2.0	13	2004-05-31
Upper Canada District School Board #26, elementary teachers, Brockville, Ont.	1,300	3.9	3.5	24	2004-08-31
Upper Grand District School Board, elementary teachers, Guelph, Ont.	1,110	4.2	4.2	12	2003-08-31
Waterloo Region District School Board, secondary teachers, Kitchener, Ont.	1,200	3.5	2.4	36	2004-08-31
Windsor-Essex Catholic District School Board, elementary teachers, Windsor, Ont.	870	3.0	3.0	24	2004-08-31
Public Administration (4 agreements)	**18,880**	**3.0**	**4.0**	**33.3**	
City of London, inside employees, London, Ont.	700	3.0	3.0	24	2004-12-31
Government of Canada, computer operators, Canada-Wide	10,500	2.4	4.0	32	2004-12-21
Government of Ontario, administrative and support employees, province-wide, Ont.	2,230	3.7	4.1	36	2005-12-31
Government of Ontario, police officers, province-wide, Ont.	5,450	3.7	4.1	36	2005-12-31
Agreements with COLA (4 agreements)	**10,520**	**2.8 ***	**2.3**	**48.7**	
Agreements without COLA (43 agreements)	**81,760**	**2.9**	**3.0**	**29.5**	
All Agreements (47 agreements)	**92,280**	**2.9**	**3.0**	**31.7**	

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	114,550	B/CO/ARB	Jan.01-Aug.03
•Canada Post	CUPW	41,000	MED	Jan. 03
•Atomic Energy	various unions	1,600	B/PCB	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC	3,200	B	Dec. 02
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/ARB/TENT	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•Ontario Hospital Association	OPSEU	5,190	ARB	Mar. 02
•INCO Ltd. (Ont.)	Steelworkers	3,420	WS	May 03
•GO Transit (Ont.)	ATU	780	CO	July 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	March 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	11,000	B/TENT	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	1,500	B	April 03
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B/MED	Mar./Apr. 03
•Greater Vancouver Hotel Employers Association	Hotel and Restaurant Employees	1,500	MED	June 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	TENT	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

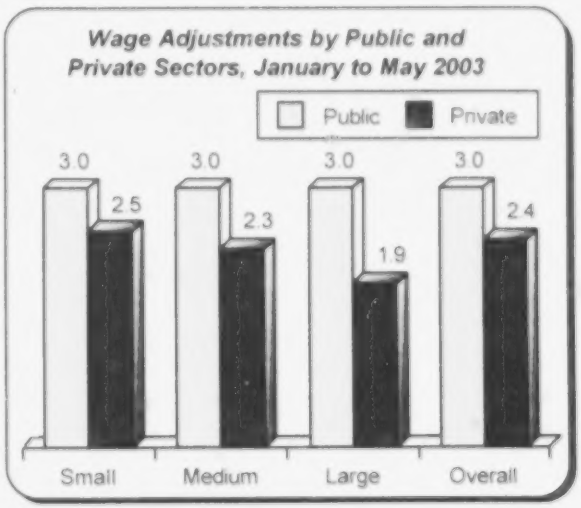
Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

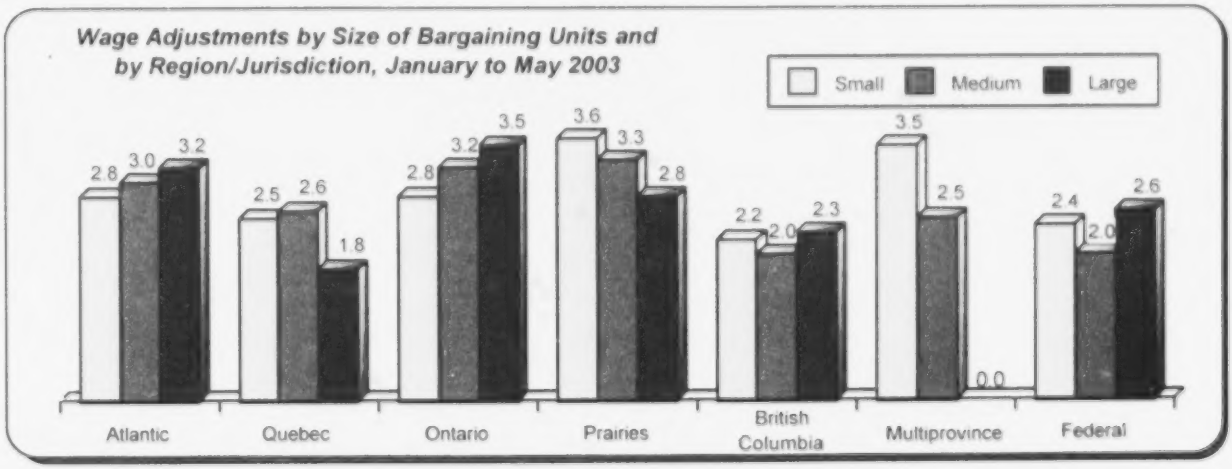
Among the 255 collective bargaining settlements reached to date (January to May), 80 settlements were in small bargaining units (between 100 and 499 employees), 144 were in medium bargaining units (500 to 1,999 employees), and 31 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The overall **public sector** wage adjustment at **3.0 per cent** was higher than the figure of **2.4 per cent** reported for the **private sector.**

SMALL bargaining units reported an average increase of **2.7 per cent. Public sector** settlements provided an average increase of **3.0 per cent,** higher than the **private sector** wage adjustments of **2.5 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while **finance, real estate and management services** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.6 per cent** in the **Prairie Provinces** to a low of **2.2 per cent** in **British Columbia.**

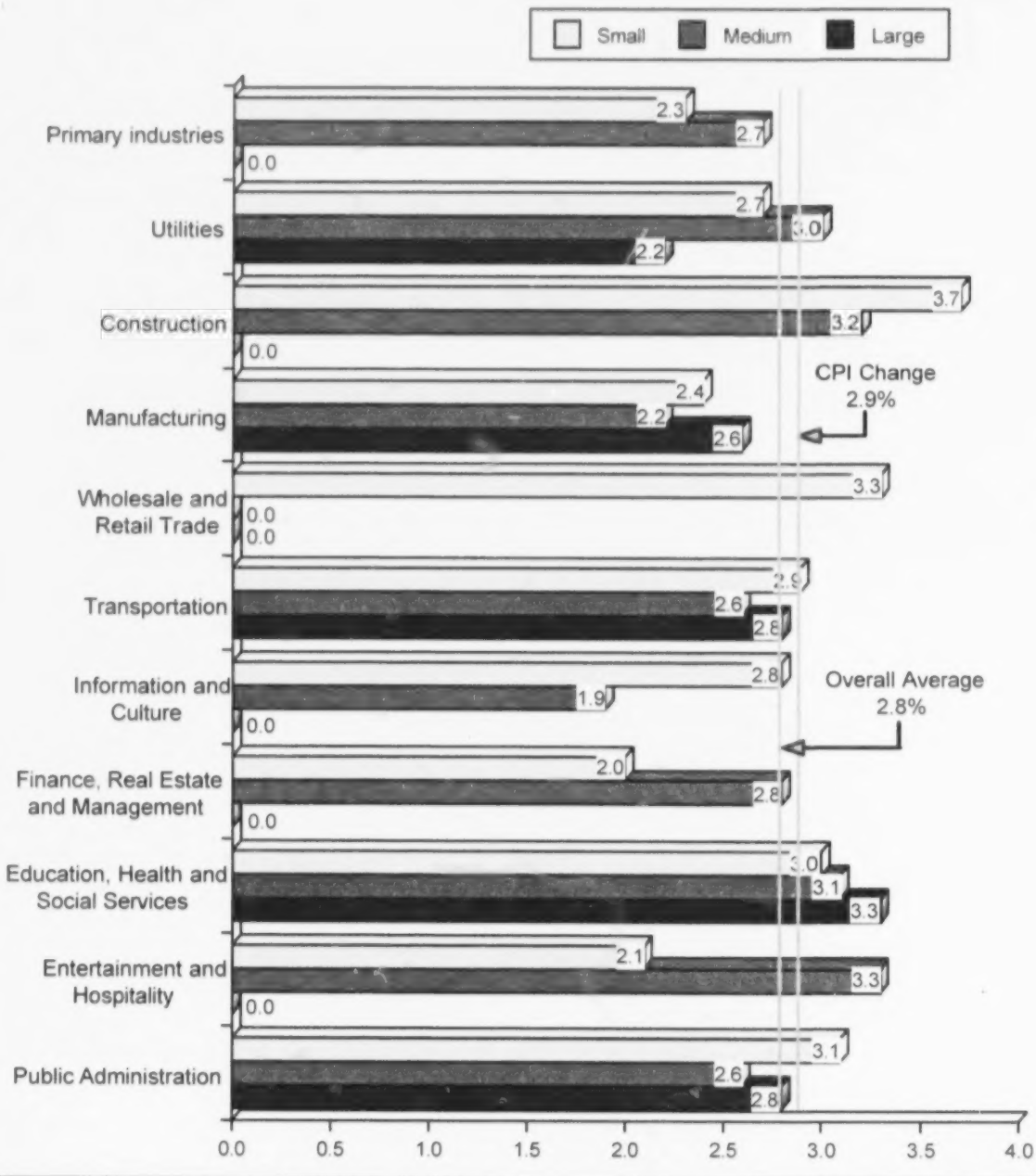
MEDIUM bargaining units reported a year-to-date average wage increase of **2.8 per cent. Public sector** settlements resulted in an average increase of **3.0 per cent,** compared to the **private sector** figure of **2.3 per cent**. On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.3 per cent** while **information and culture** reported the lowest average at **1.9 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in **British Columbia** and in the **Federal** jurisdiction.

LARGE bargaining units reported a wage increase of **2.9 per cent.** Settlements in the **public sector** resulted in an average increase of **3.0 per cent** compared to **1.9 per cent** in the **private sector.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.3 per cent** while **utilities** reported the lowest increase at **2.2 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in **Ontario** to a low of **1.8 per cent** in **Quebec.**





Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to May 2003



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MAY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction (2 agreements)					
Asty Concrete and Construction Ltd., labourers, Calgary, Alta.	310	3.6	4.1	36	2006-04-30
Maple Leaf Construction Ltd., heavy equipment operators, Winnipeg, Man.	230	2.0	2.0	24	2005-04-30
Manufacturing (4 agreements)					
Agropur, Coopérative agro-alimentaire, plant and maintenance employees, Granby, Que.	230	2.3 *	2.2	60	2007-07-23
Amsco Cast Products (Canada) Inc., plant and maintenance employees, Selkirk, Man.	100	2.1	1.5	60	2008-04-30
DuPont Canada Inc., production, Maitland, Ont.	430	3.0	3.1	24	2005-04-30
O-I Canada Corp., plant and maintenance employees, Scoudouc, N.B.	190	2.5	2.0	48	2007-06-14
Transportation (3 agreements)					
First Air (Cargo Agents/Customer Service), customer service, System-Wide	250	3.5	3.5	36	2006-05-07
NAV CANADA, administrative and support employees, Canada-Wide	350	2.6	2.5	54	2004-12-31
Port of Saint John Employers Association, longshoremen, Saint John, N.B.	130	2.6	1.0	84	2007-12-31
Information and Culture (2 agreements)					
Expertech Network Installation Inc., office and clerical employees, Ontario & Quebec	200	2.0 *	0.0	66	2006-11-30
Téléglobe Canada inc., communications employees, Montréal, Que.	160	2.8	4.0	36	2005-12-31
Education, Health and Social Services (1 agreement)					
Thames Valley District School Board, office and clerical employees, London, Ont.	400	2.4	3.0	44	2005-08-31
Entertainment and Hospitality (2 agreements)					
Canadian Linen and Uniform Service Co., laundry and dry cleaners, Burnaby, B.C.	120	1.0	0.0	60	2008-02-28
Canadian Pacific Hotels Corporation (Jasper Park Lodge), hotel or restaurant employees, Jasper, Alta.	450	3.0	3.0	36	2006-03-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Published by the Authority of the Minister of Labour, Government of Canada
©Minister of Public Works and Government Services Canada 2003. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.

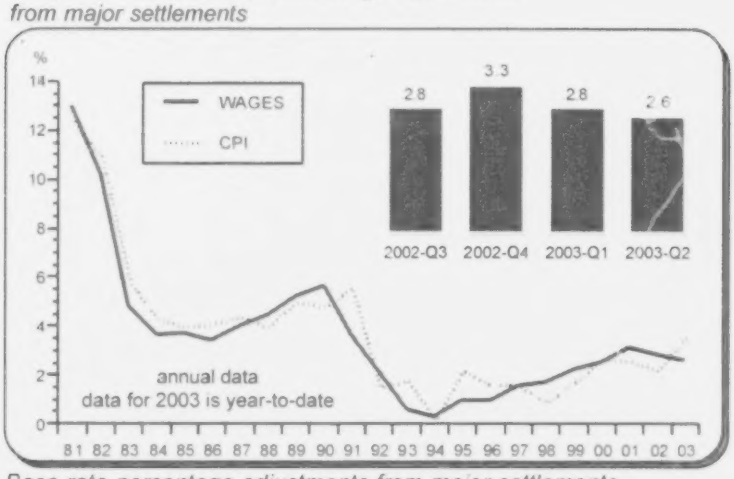
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

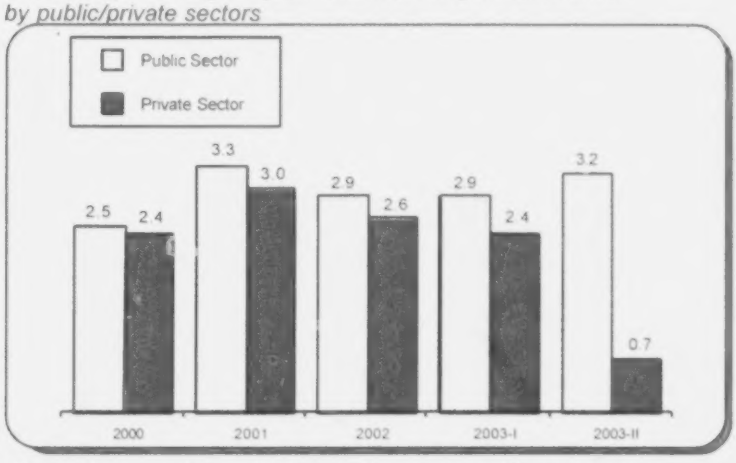
The Wage Settlements Bulletin

August 2003
Volume 14, Issue 8

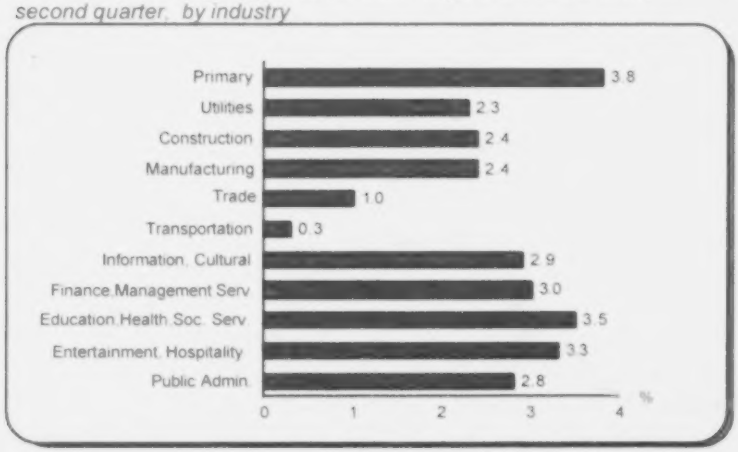
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements in the second quarter, by industry



Le Bulletin existe également en français.

Wage Data for the Second Quarter 2003

Major collective bargaining settlements reached in **the second quarter 2003** provided base-rate wage increases averaging **2.6 per cent** annually over the contract term. This is lower than the 2.8 per cent figure recorded in the previous quarter and for the year 2002 as a whole. The second quarter 2003 results are based on a review of 133 settlements reached in the period, with a coverage of 239,420 employees.

When the parties to the second quarter settlements previously negotiated, contract duration averaged 30.7 months, and the resulting wage adjustments averaged 2.9 per cent, compared to 2.6 per cent in the current round of settlements and an average contract duration of 32 months.

Wage increases in the first six months of 2003 (January to June) averaged 2.6 per cent for 347,070 employees in 220 major settlements.

In the second quarter 2003, the majority of agreements settled (76.7%) and employees covered (75.5%) were in the public sector. Wage increases in the **public sector** averaged **3.2 per cent** for 180,850 employees in 102 agreements and in the **private sector, 0.7 per cent** for 58,570 employees in 31 agreements.

The private-sector figure was more moderate due in large part to the 3 Air Canada agreements providing 28,530 employees with a wage freeze or wage reductions averaging -0.5 per cent over the life of the contracts. Excluding Air Canada, the remaining private sector agreements averaged 1.9 per cent in the second quarter.

On an industry basis, the largest increase in the second quarter was in **primary industries (3.8 per cent)** but the sector's entire coverage was for only 730 employees in a single agreement. The second largest wage gain (at 3.5 per cent) and the largest concentration of agreements (83 of 133 contracts) and employees (49.6% of all workers) was recorded in **education, health and social services** sector. The smallest wage gain was in the **transportation** sector at 0.3 per cent, due mainly to the Air Canada settlements, mentioned previously.

Canada

Wage Data for June 2003

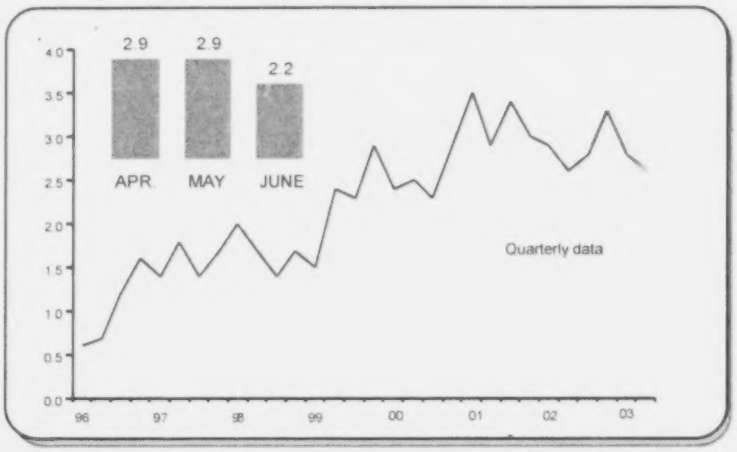
Base rate wage adjustments from major collective bargaining settlements reached in **June 2003** averaged **2.2 per cent** annually over the contract term, down from the 2.9 per cent average in the previous month and the 2.8 per cent annual figure for 2002 as a whole. The results for June 2003 are based on a review of 49 settlements covering 100,860 employees.

When the parties to these settlements previously negotiated, contract duration averaged 26.2 months and the resulting wage adjustments averaged 2.9 per cent, compared to the 2.2 per cent in their current round of settlements and average contract duration of 32.9 months.

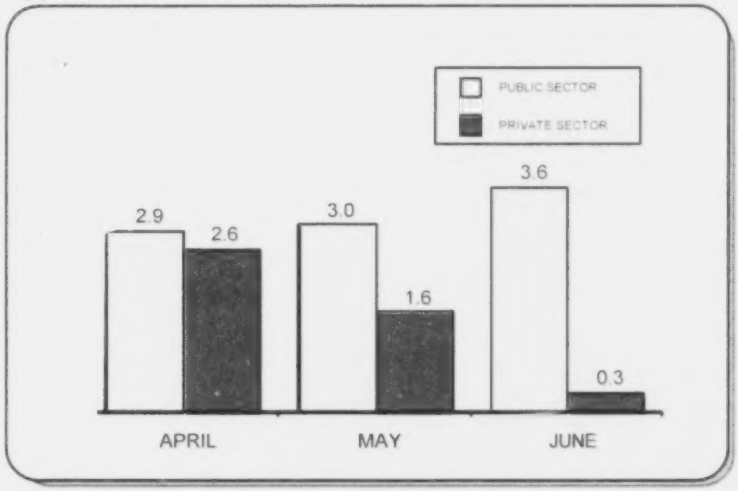
Wage gains in June were higher in the **public sector (3.6 per cent)** than in the **private sector (0.3 per cent)**. Private sector wage adjustments for June were influenced in large part by 3 Air Canada settlements averaging -0.5 per cent (including a wage freeze for 7,060 customer service employees; a wage reduction of 1.5 per cent averaging a loss of 0.5 per cent over the life of the contract for 13,630 technical and operations employees; and a wage reduction of 3.5 per cent leading to an average loss of 1.1 per cent over the life of the contract for 7,840 flight attendants). Excluding Air Canada, the remaining private sector agreements averaged 1.9 per cent in June.

On a regional/jurisdictional basis, wage adjustments in June were largest in Ontario, at 3.6 per cent; Ontario also recorded the largest concentration of agreements (30 of 49) and employees (52% of all employees). Wage adjustments were lowest in the Federal Jurisdiction, providing 28,530 Air Canada employees with a wage loss averaging 0.5 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart.

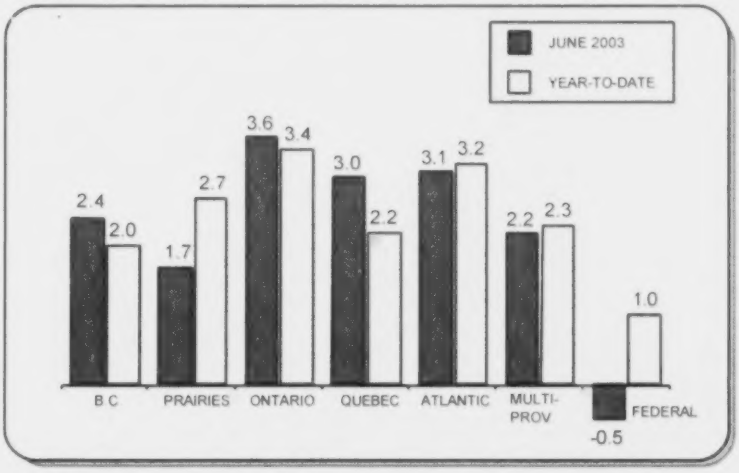
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

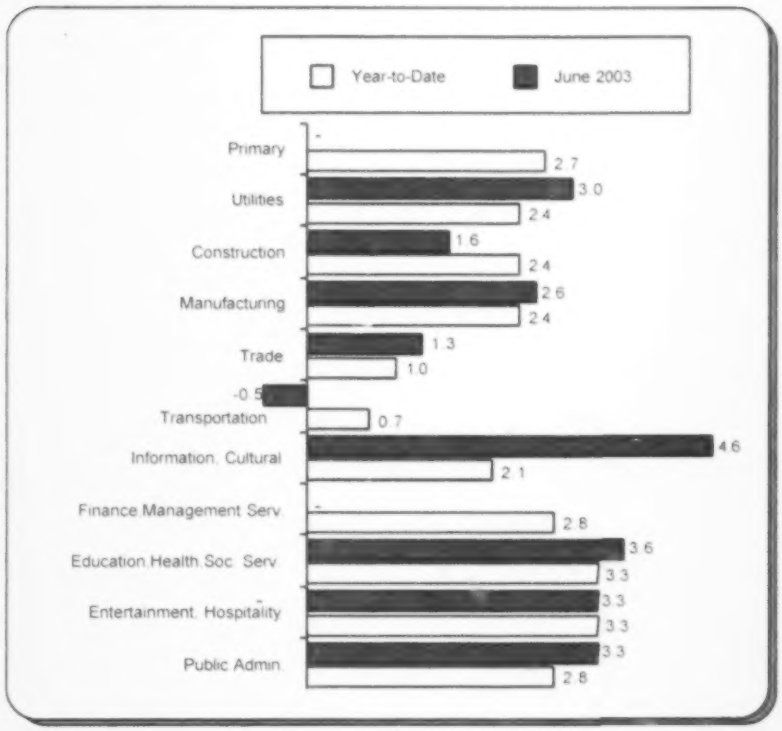


Base rate percentage adjustments from major settlements, by region / jurisdiction

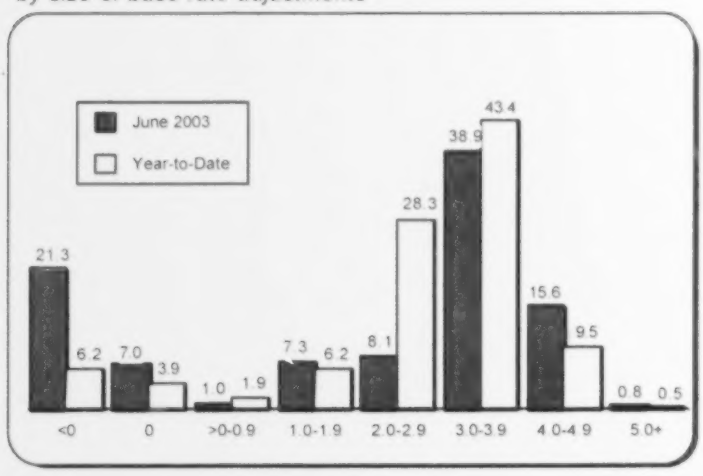


On an industry basis, the largest concentration of employees was in **education, health and social services** with 54,730 employees (54.3% of all workers) in 31 agreements; this sector also recorded the second largest average increase in wage settlements at **3.6 per cent**. The largest average wage increase was recorded in the **information and culture** sector; this was mainly as a result of a single agreement, (Bingo Press and Specialty Ltd.) providing 550 employees with a wage increase averaging 4.6 per cent over the life of the contract. In the remaining settlements, wage increases in descending order of magnitude were: the **entertainment and hospitality** sector, and **public administration,** both at **3.3 per cent**; the **utilities** sector at 3.0 per cent; **manufacturing** at **2.6 per cent** the **construction sector** at **1.6 per cent**; the **trade and finance** sector at **1.3 per cent** and the **transportation sector**, at **-0.5 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, June 2003

	Agreements	Employees
Atlantic Provinces	1	700
Quebec	5	4,730
Ontario	30	52,440
Prairie Provinces	5	11,250
British Columbia	3	1,800
Multiprovince	2	1,410
Federal	3	28,530

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002		2003		2003			Year to
				3	4	1	2	Apr	May	June	Date
All Industries/Jurisdictions											
Average Annual Adjustments	2.5	3.2	2.8	2.8	3.3	2.8	2.6	2.9	2.9	2.2	2.6
Non-COLA	2.5	3.2	2.8	2.7	3.1	2.8	2.6	3.1	2.9	2.2	2.7
COLA	2.4	3.2	3.5	3.8	4.2	1.9	2.4	2.0	2.8	-	2.3
First Year Adjustment	2.3	3.4	3.0	3.0	3.7	3.0	2.4	2.8	3.0	1.8	2.6
Non-COLA	2.3	3.4	2.9	2.8	3.3	3.1	2.5	3.2	3.0	1.8	2.7
COLA	2.5	3.3	4.2	4.6	5.2	1.6	1.7	0.9	2.3	-	1.7
Industries											
Primary	1.8	2.7	1.8	1.9	-	1.5	3.8	3.8	-	-	2.7
Utilities	3.5	2.5	2.4	3.3	3.4	3.9	2.3	3.1	2.2	3.0	2.4
Construction	3.6	3.2	1.2	1.2	-	-	2.4	-	3.2	1.6	2.4
Manufacturing	2.7	2.6	3.5	3.6	4.0	2.4	2.4	2.3	2.3	2.6	2.4
Wholesale and Retail Trade	1.7	1.6	1.9	2.2	1.8	-	1.0	-	0.0	1.3	1.0
Transportation	2.4	2.8	2.9	5.4	3.2	2.5	0.3	-	3.0	-0.5	0.7
Information and Cultural Industries	2.9	3.2	3.0	3.0	-	1.4	2.9	2.7	2.5	4.6	2.1
Finance, Management Services	1.8	2.2	2.1	1.9	3.5	2.7	3.0	-	3.0	-	2.8
Education, Health, Social Services	2.6	3.5	3.0	3.4	3.4	2.9	3.5	3.2	3.4	3.6	3.3
Entertainment,Hospitality Industry	3.0	4.2	2.4	3.3	2.2	3.3	3.3	-	-	3.3	3.3
Public Administration	2.3	3.1	2.6	2.7	2.9	2.7	2.8	2.4	3.0	3.3	2.8
Jurisdictions											
Newfoundland and Labrador	3.7	5.0	6.6	-	5.0	3.0	-	-	-	-	3.0
Prince Edward Island	2.2	3.1	4.9	6.0	-	3.6	-	-	-	-	3.6
Nova Scotia	2.2	3.7	2.4	2.5	2.5	3.4	3.1	-	-	3.1	3.4
New Brunswick	2.8	3.4	2.7	3.3	2.3	2.3	3.8	3.8	-	-	2.6
Quebec	2.4	2.8	2.1	2.3	2.0	1.8	2.4	2.7	2.1	3.0	2.2
Ontario	2.6	2.9	3.0	3.1	3.4	3.1	3.6	3.3	3.5	3.6	3.4
Manitoba	2.6	2.4	4.0	3.0	3.2	3.1	2.0	3.0	0.3	3.0	2.5
Saskatchewan	3.5	2.9	3.9	3.9	3.8	3.6	2.6	2.6	-	-	3.0
Alberta	4.7	5.1	5.0	4.4	4.1	3.5	2.5	3.6	3.4	1.6	2.8
British Columbia	1.6	3.1	1.9	1.4	2.0	2.3	1.5	1.5	0.6	2.4	2.0
Multiprovince	2.7	3.0	3.3	4.3	3.1	-	2.3	-	2.5	2.2	2.3
Federal Jurisdiction	2.2	3.0	2.9	2.9	3.2	2.1	0.8	2.7	2.6	-0.5	1.0
Public Sector	2.5	3.3	2.9	3.2	3.3	2.9	3.2	2.9	3.0	3.6	3.1
Private Sector	2.4	3.0	2.6	2.4	3.5	2.4	0.7	2.6	1.6	0.3	1.2
Consumer Price Index	2.7	2.6	2.2	2.3	3.8	4.4	2.8	3.0	2.9	2.6	3.6

Data for the month of June are preliminary.

MAJOR SETTLEMENTS REACHED IN JUNE 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (2 agreements)	**1,370**	**3.0**	**3.0**	**30.7**	
Essential Home Services, office and technical employees, province-wide, Ont.	600	3.0	3.0	24	2005-03-31
Union Gas Limited, service and maintenance employees, Southwestern, Ont.	770	3.0	3.0	36	2005-12-31
Construction (1 agreement)	**560**	**1.6**	**1.9**	**27**	
Pyramid Corporation, construction, province-wide, Alberta and Territories	560	1.6	1.9	27	2005-04-30
Manufacturing (4 agreements)	**2,510**	**2.6**	**2.7**	**53.3**	
CAE Inc., plant and maintenance employees, St-Laurent, Que.	760	2.6	2.0	60	2008-06-19
Hershey Canada Inc., production, Dartmouth, N.S.	700	3.1	3.8	36	2006-03-31
Pope & Talbot Ltd. (Harmac Pulp Operations), mill employees, Nanaimo, B.C.	500	2.2	2.5	60	2008-04-30
Scott Paper Limited, Western Manufacturing Division, mill employees, New Westminster, B.C.	550	2.2	2.5	60	2008-04-30
Wholesale and Retail Trade (5 agreements)	**9,390**	**1.3**	**2.2**	**67.1**	
Canada Safeway Limited, retail employees, Northern, Alta.	550	0.9	2.0	72	2007-03-17
Canada Safeway Limited, retail employees, Southern, Alta.	500	0.9	2.0	72	2007-03-17
Canada Safeway Limited, retail employees, province-wide, Alta.	6,800	1.0	2.1	72	2007-03-17
Corp. des concessionnaires d'automobiles du Saguenay-Lac St-Jean, service and maintenance empls., Saguenay-Lac-St-Jean-Region, Que.	690	3.0	3.1	50	2007-02-28
Finning (Canada), Division of Finning International Ltd., service and maintenance employees, prov.-wide, B.C.	850	2.5	2.0	36	2006-04-14
Transportation (3 agreements)	**28,530**	**-0.5**	**-1.7**	**37.7**	
Air Canada, customer service, system-wide	7,060	0.0	0.0	36	2006-06-03
Air Canada, flight attendants, system-wide	7,840	-1.1	-3.5	37	2006-06-29
Air Canada, operational, system-wide	13,630	-0.5	-1.5	39	2006-08-26
Information and Culture (1 agreement)	**550**	**4.6**	**3.6**	**36**	
Bingo Press & Specialty Ltd., printing employees, St. Catharines, Ont.	550	4.6	3.6	36	2006-03-31
Education, Health and Social Services (31 agreements)	**54,730**	**3.6**	**3.4**	**23.5**	
Bluewater District School Board, elementary teachers, Chesley, Ont.	710	3.1	3.0	24	2004-08-31
Bluewater District School Board, secondary teachers, Chesley, Ont.	520	4.0	4.1	24	2004-08-31
Durham Catholic District School Board, elementary teachers, Oshawa, Ont.	910	3.9	3.0	24	2004-08-31
Grand Erie District School Board, elementary teachers, Brantford, Ont.	1,030	3.7	2.8	36	2004-08-31
Greater Essex County District School Board, elementary teachers, Windsor, Ont.	1,430	4.3	4.3	12	2003-08-30
Hamilton-Wentworth Catholic District School Board, secondary teachers, Hamilton, Ont.	550	4.8	4.8	12	2004-08-31
Hamilton-Wentworth District School Board, secondary teachers, Hamilton, Ont.	1,400	3.8	3.6	24	2004-08-31
Hastings and Prince Edward District School Board, elementary teachers, Belleville, Ont.	700	4.1	4.2	24	2004-08-31
Laval University, office and technicians employees, Québec, Que.	1,600	3.8	3.8	12	2003-05-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate*

MAJOR SETTLEMENTS REACHED IN JUNE 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Laval University, professors, Québec, Que.	1,160	2.0	2.0	12	2004-05-31
McMaster University, support employees, Hamilton, Ont.	1,790	2.8	3.3	36	2006-06-15
Near North District School Board, elementary teachers, Parry Sound, Ont.	500	3.9	3.8	24	2004-08-30
Ottawa Hospital, health and social care professionals, Ottawa, Ont.	1,550	4.4	5.0	27	2002-03-31
Rainbow District School Board, elementary teachers, Sudbury, Ont.	780	5.0	5.0	12	2004-08-31
Ryerson University, professors, Toronto, Ont.	550	2.7	2.0	48	2005-06-30
Simcoe County District School Board, elementary teachers, Midhurst, Ont.	2,220	4.0	4.1	24	2004-08-31
Simcoe County District School Board, secondary teachers, Midhurst, Ont.	1,130	3.5	2.5	36	2004-08-31
Simcoe Muskoka Catholic District School Board, elementary teachers, Barrie, Ont.	800	4.6	3.5	24	2004-08-31
St. James-Assiniboia School Division No. 2, elementary and secondary teachers, St. James-Assiniboia, Man.	700	3.0	3.0	12	2003-06-30
Thames Valley District School Board, custodial, maint. and technical empls., London, Ont.	660	2.4	3.0	44	2005-08-31
Thames Valley District School Board, elementary teachers, London, Ont.	3,200	4.1	3.5	24	2004-08-31
Thames Valley District School Board, secondary teachers, London, Ont.	1,900	4.1	4.2	24	2004-08-31
Toronto District School Board, elementary teachers, Toronto, Ont.	11,000	3.6	3.1	24	2004-08-31
Toronto District School Board, occasional teachers, Toronto, Ont.	2,400	3.0	3.0	24	2004-08-31
Toronto District School Board, secondary teachers, Toronto, Ont.	6,000	3.6	3.1	24	2004-08-31
University College of the Fraser Valley Board, post-secondary, teachers, Abbotsford, B.C.	750	2.6	2.6	12	2004-03-31
Waterloo Catholic District School Board, office and clerical employees, Waterloo County, Ont.	550	2.7	3.0	36	2005-08-31
Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	2,340	4.0	4.0	24	2004-08-31
York Catholic District School Board, elementary and secondary teachers, Aurora, Ont.	3,540	3.2	3.2	12	2004-08-31
York Region District School Board, office and clerical employees, Aurora, Ont.	1,170	3.5	3.6	24	2005-08-31
York University, professors, Toronto, Ont.	1,190	3.2	3.0	36	2006-04-30
Entertainment and Hospitality (1 agreement)	**520**	**3.3**	**3.0**	**36**	
Corporation Hôtelière Canadien Pacifique (Château Frontenac), hotel and restaurant employees, Québec, Que.	520	3.3	3.0	36	2005-12-31
Public Administration (1 agreement)	**2,700**	**3.3**	**3.0**	**36**	
City of Calgary, inside employees, Calgary, Alta.	2,700	3.3	3.0	36	2005-12-26
Agreements without COLA (49 agreements)	**100,860**	**2.2**	**1.8**	**32.9**	
Agreements with COLA (none)	-	-	-	-	
All Agreements (49 agreements)	**100,860**	**2.2**	**1.8**	**32.9**	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,700	B/CO	Jan.01-Aug.03
•Canada Post	CUPW	48,000	TENT	Jan. 03
•Atomic Energy	various unions	1,600	CO/PCB	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC and PIPSC	3,720	B	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC	31,990	B	Oct. 03
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/ARB/TENT	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•Ontario Hospital Association	OPSEU	5,190	ARB	Mar. 02
•INCO Ltd. (Ont.)	Steelworkers	3,420	WS	May 03
•GO Transit (Ont.)	ATU	780	CO	July 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	Mar. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	9,000	B/TENT	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B/MED/WS	Mar./Apr. 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	TENT	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B/TENT	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

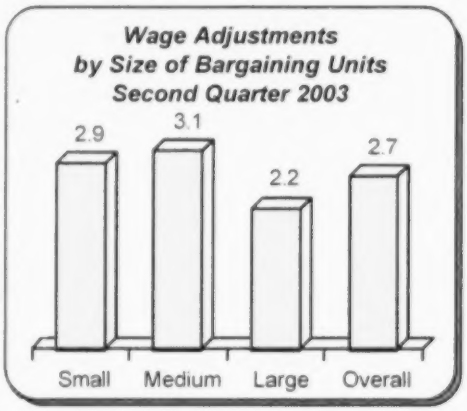
Wage Data for the Second Quarter 2003 for Small, Medium and Large Bargaining Units

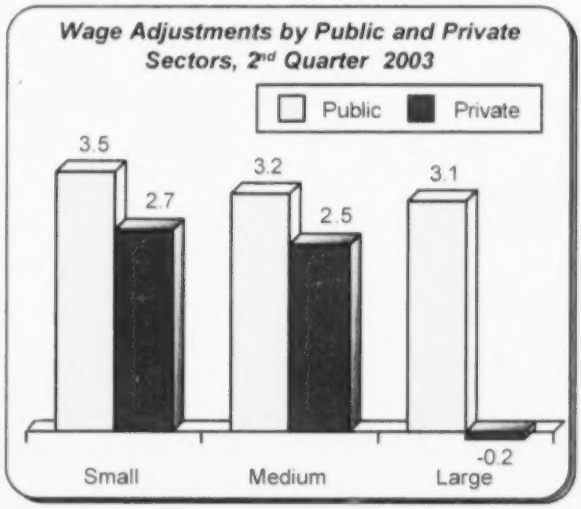
Among the 185 collective bargaining settlements reached in the second quarter of 2003, 52 settlements were in small bargaining units (between 100 and 499 employees), 103 were in medium bargaining units (500 to 1,999 employees), and 30 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent.

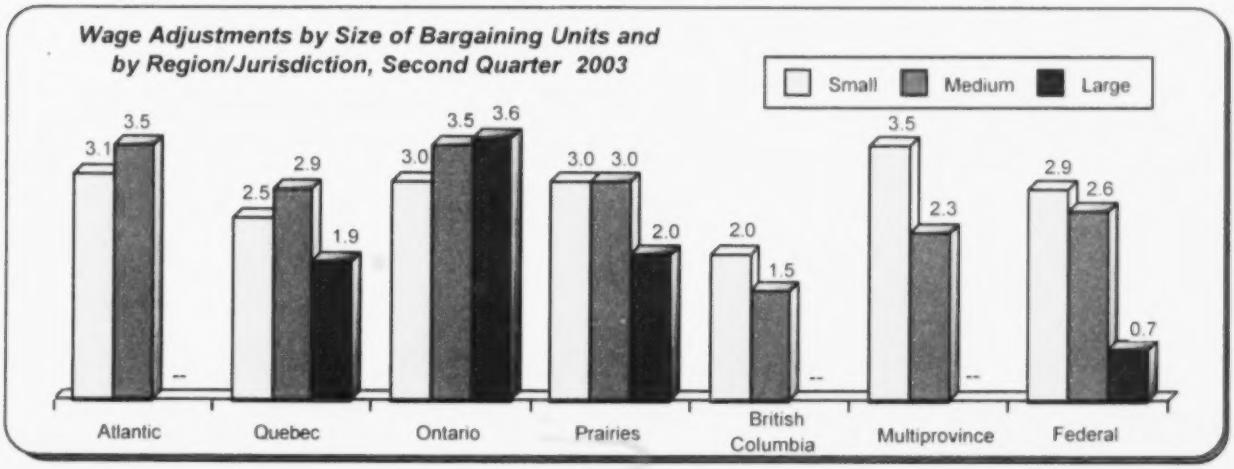
SMALL bargaining units reported an average increase of **2.9 per cent. Public sector** settlements provided an average increase of **3.5 per cent,** higher than the **private sector** wage adjustment of **2.7 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while **entertainment and hospitality** reported the lowest average at **2.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.0 per cent** in **British Columbia.**

MEDIUM bargaining units reported a second quarter average wage increase of **3.1 per cent. Public sector** settlements resulted in an average increase of **3.2 per cent,** compared to the **private sector** figure of **2.5 per cent**. On an industry basis, **primary industries** had the highest wage adjustment at **3.8 per cent** while **wholesale and retail trade** reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Atlantic Provinces** to a low of **1.5 per cent** in **British Columbia.**

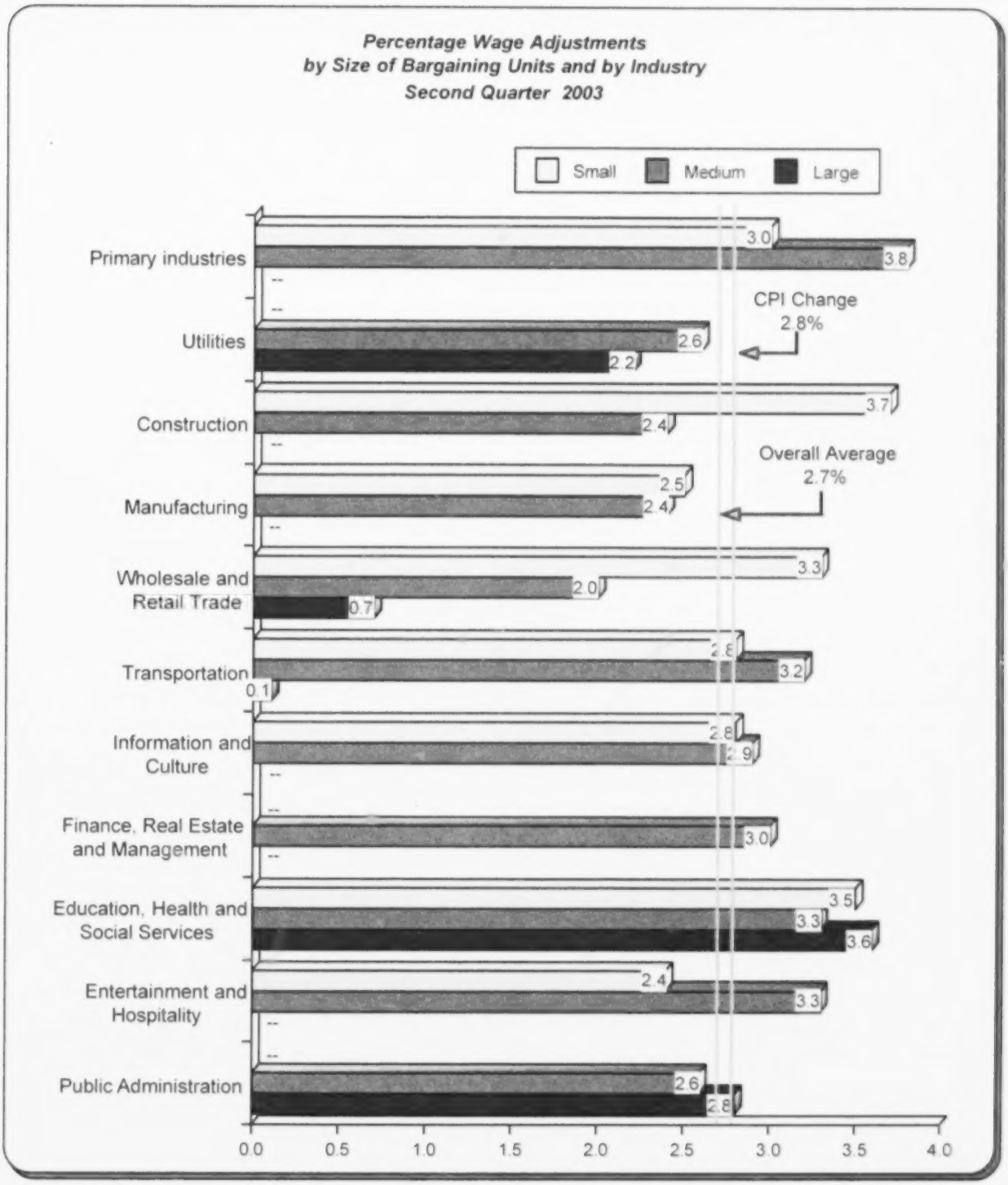
LARGE bargaining units reported a wage increase of **2.2 per cent.** Settlements in the **public sector** provided an average increase of **3.1 per cent** while the **private sector** resulted in an average low of **minus 0.2 per cent** due to wage freeze or wage reductions at Air Canada. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while the **transportation** sector reported the lowest increase at **0.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.6 per cent** in **Ontario** to a low of **0.7 per cent** in the **Federal** jurisdiction.







Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
Second Quarter 2003



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JUNE 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (2 agreements)					
Cogema Resources Inc., mine employees, Cluff Lake, Sask.	130	3.5	4.0	36	2005-05-31
Domtar Inc., Forest Resources, woods operators, Espanola, Ont.	120	1.5	0.0	48	2005-08-31
Manufacturing (10 agreements)					
Beaulieu Canada, Filature Wickham-Usine 6, plant and maintenance employees, Wickham, Que.	230	2.9	3.7	60	2006-12-31
I.M.P. Aerospace Components Ltd., plant and maintenance employees, Amherst, N.S.	260	1.3	0.0	36	2006-03-31
IKO Industries Limited, production, Calgary, Alta.	170	3.6	3.0	60	2007-12-31
Kraus Carpet Mills Limited, production, Waterloo, Ont.	180	2.3	1.4	36	2006-06-30
MacDon Industries Ltd., plant and maintenance employees, Winnipeg, Man.	340	2.0	2.0	60	2008-07-31
Redpath Sugars, Division of Tate & Lyle North America Sugars Ltd., plant and maintenance employees, Toronto, Ont.	160	3.4	3.5	24	2005-04-30
Rieter Automotive Mastico Ltd., plant and maintenance employees, Tillsonburg, Ont.	360	1.5 *	1.1	36	2006-05-31
Saputo Milk Division, production, delivery, office & clerical employees, province-wide, B.C.	460	2.4	2.0	48	2007-03-31
Sport Maska inc., plant and maintenance employees, St-Jean-sur-Richelieu, Que.	350	2.6	3.0	38	2006-02-28
Timberjack Inc., plant and maintenance employees, Woodstock, Ont.	190	2.5	3.0	36	2006-04-01
Transportation (2 agreements)					
Gen Auto Shippers, truck drivers, province-wide	400	2.5 *	2.9	48	2006-10-31
Lakehead Terminal Elevators Association, grain elevator employees, Thunder Bay, Ont.	280	1.8 *	1.0	36	2006-01-31
Information and Culture (1 agreement)					
Canada Science and Technology Museum Corporation, museum employees, Ottawa, Ont.	220	3.0	3.0	12	2004-03-31
Education, Health and Social Services (2 agreements)					
Rainbow District School Board, maintenance employees, Sudbury, Ont.	200	2.9	3.7	38	2006-08-31
Simcoe Muskoka Catholic District School Board, secondary teachers, Barrie, Ont.	440	4.6	3.5	24	2004-08-31
Entertainment and Hospitality (1 agreement)					
CAA Mid-Western Ontario and CAA Travel Agency, office and clerical employees, Wellington County, Ont.	130	2.5	3.0	48	2007-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Published by the Authority of the Minister of Labour, Government of Canada
©Minister of Public Works and Government Services Canada 2003. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.

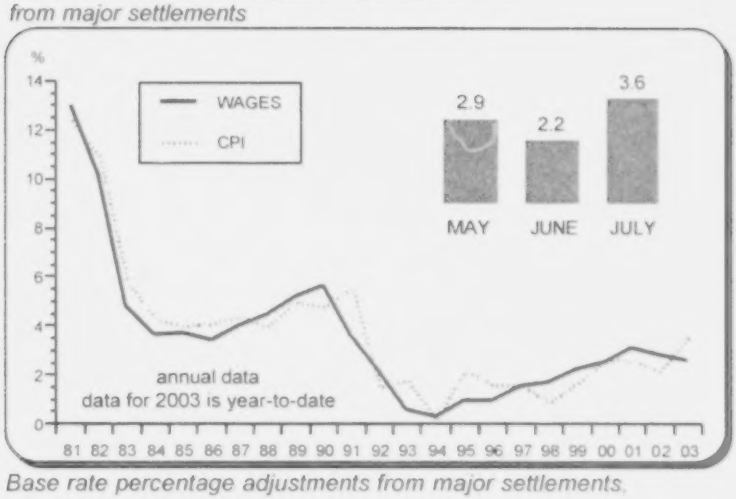
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

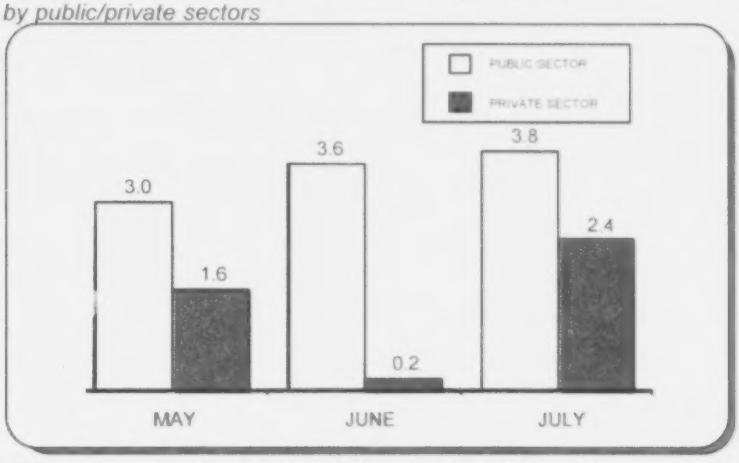
The Wage Settlements Bulletin

September 2003
Volume 14, Issue 9

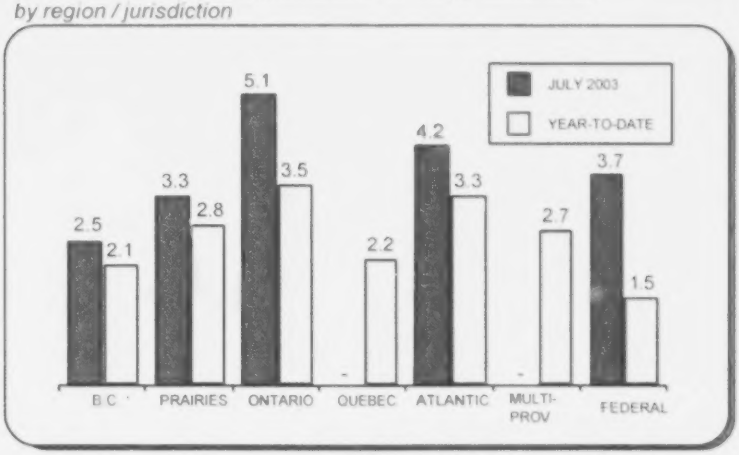
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for July 2003

Major collective bargaining settlements reached in July 2003 provided base rate wage adjustments averaging 3.6 per cent annually over the contract term, up from 2.2 per cent in June and from 2.8 per cent in the year 2002 and 2.7 per cent this year-to-date.

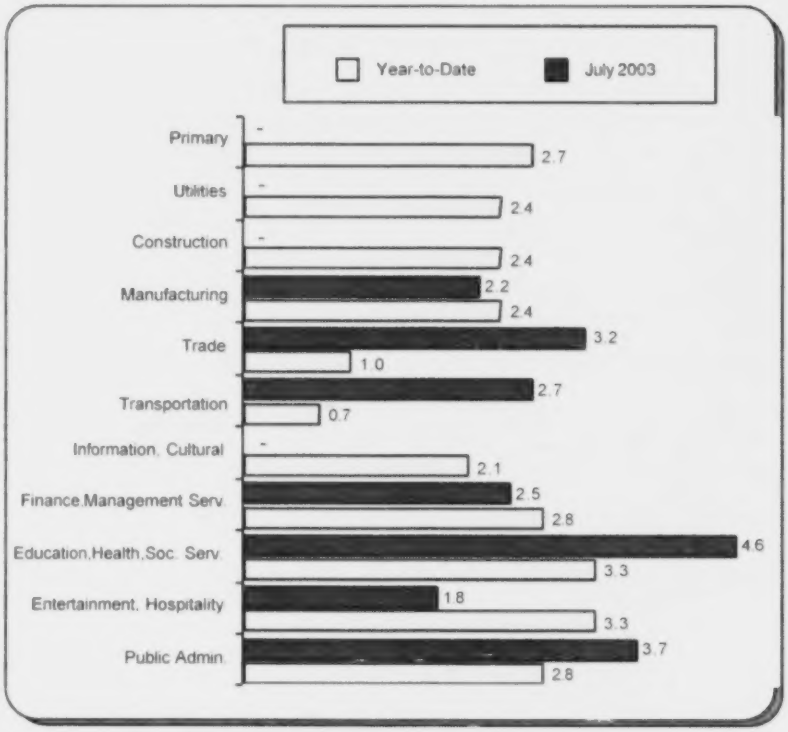
The results for July 2003 are based on a review of 17 settlements covering 26,900 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.5 per cent, a fractionally smaller gain than in their current settlements. Contract duration in July averaged 37 months, compared to 35 months in the previous round of settlements.

Wage gains in July were higher in the **public sector (3.8 per cent)** than in the **private sector (2.4 per cent)**. The employee-weighted data were influenced by an agreement between the Government of Canada and 7,720 public service employees in the Applied Science and Engineering Group which settled for a wage increase averaging 4.2 per cent over the life of the contract. The overall public sector data cover 21,860 employees in 12 agreements. In contrast, there were only 5 private sector agreements in July covering 5,040 employees.

On a regional/jurisdictional basis, wage adjustments in July were above the national average in Ontario (5.1 per cent average increase for 2,960 employees in 3 settlements), and in Atlantic Canada (4.2 per cent average for 1,440 employees in 2 agreements). Approximately 42% of all employees in July's settlements were in the Federal jurisdiction, with wage increases averaging 3.7 per cent for 11,300 employees in 3 agreements. The average wage adjustment was lower than the national average in the Prairies, with wage gains averaging 3.3 per cent (5,410 workers in 3 agreements), and in British Columbia at 2.5 per cent (5,790 employees in 6 agreements).

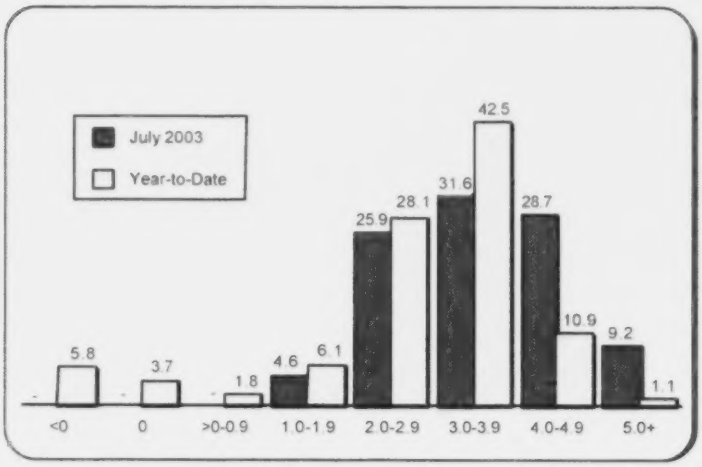
Canada

Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest concentration of employees was in **public administration** with 15,580 employees (57.9% of all workers) in 6 agreements; this sector also recorded the second largest average increase in wage settlements at **3.7 per cent**. The largest average wage increase of **4.6 per cent** was recorded in the **education, health and social services** sector; this was mainly as a result of a secondary school teachers' settlement, (Dufferin-Peel District School Board) providing 1,700 employees with a wage increase averaging 6.6 per cent over the life of the contract. In the remaining industries, average wage increases in descending order of magnitude were: **trade** sector at **3.2 per cent**; **transportation** sector at **2.7 per cent**; **finance** sector at **2.5 per cent** and **manufacturing** at **2.2 per cent.**

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, July 2003

	Agreements	Employees
Atlantic Provinces	2	1,440
Quebec	-	-
Ontario	3	2,960
Prairie Provinces	3	5,410
British Columbia	6	5,790
Multiprovince	-	-
Federal	3	11,300

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002		2003		Year to	2003		
				3	4	1	2	Date	May	June	July
All Industries/Jurisdictions											
Average Annual Adjustment	2.5	3.2	2.8	2.6	2.8	2.8	2.6	2.7	2.9	2.2	3.6
Non-COLA	2.5	3.2	2.8	2.6	2.7	2.8	2.6	2.7	2.9	2.2	3.7
COLA	2.4	3.2	3.5	2.4	3.8	1.9	2.4	2.4	2.8	-	2.9
First Year Increase	2.3	3.4	3.0	2.9	3.0	3.0	2.4	2.7	3.0	1.8	4.5
Non-COLA	2.3	3.4	2.9	3.0	2.8	3.1	2.5	2.8	3.0	1.8	4.7
COLA	2.5	3.3	4.2	2.5	4.6	1.6	1.7	1.8	2.3	-	2.9
Industries											
Primary	1.8	2.7	1.8	1.5	1.9	1.5	3.8	2.7	-	-	-
Utilities	3.5	2.5	2.4	0.7	3.3	3.9	2.2	2.4	2.2	3.0	-
Construction	3.6	3.2	1.2	-	1.2	-	2.4	2.4	3.2	1.6	-
Manufacturing	2.7	2.6	3.5	3.0	3.6	2.4	2.4	2.4	2.3	2.6	2.2
Wholesale and Retail Trade	1.7	1.6	1.9	2.0	2.2	-	1.0	1.1	0.0	1.3	3.2
Transportation	2.4	2.8	2.9	2.7	5.4	2.5	0.3	0.8	3.0	-0.5	2.7
Information and Cultural Industries	2.9	3.2	3.0	3.1	3.0	1.4	2.9	2.1	2.5	4.6	-
Finance, Professional Services	1.8	2.2	2.1	0.0	1.9	2.8	3.0	2.7	3.0	-	2.5
Education, Health, Social Services	2.6	3.5	3.0	2.8	3.4	2.9	3.4	3.3	3.4	3.6	4.6
Entertainment,Hospitality Industry	3.0	4.2	2.4	1.9	3.3	3.3	3.3	2.9	-	3.3	1.8
Public Administration	2.3	3.1	2.6	2.4	2.7	2.7	2.8	3.0	3.0	3.3	3.7
Jurisdictions											
Newfoundland and Labrador	3.7	5.0	6.6	6.0	-	3.0	-	3.4	-	-	5.0
Prince Edward Island	2.2	3.1	4.9	3.2	6.0	3.6	-	3.6	-	-	-
Nova Scotia	2.2	3.7	2.4	2.3	2.5	3.4	3.1	3.4	-	3.1	3.3
New Brunswick	2.8	3.4	2.7	2.3	3.3	2.3	3.8	2.6	-	-	-
Quebec	2.4	2.8	2.1	2.1	2.3	1.8	2.4	2.2	2.1	3.0	-
Ontario	2.6	2.9	3.0	2.8	3.1	3.1	3.6	3.5	3.5	3.7	5.1
Manitoba	2.6	2.4	4.0	5.4	3.0	3.1	2.0	2.5	0.3	3.0	3.0
Saskatchewan	3.5	2.9	3.9	4.2	3.9	3.6	2.6	3.0	-	-	-
Alberta	4.7	5.1	5.0	6.3	4.4	3.5	2.4	2.9	3.4	1.6	3.3
British Columbia	1.6	3.1	1.9	1.0	1.4	2.3	1.5	2.1	0.6	2.4	2.5
Multiprovince	2.7	3.0	3.3	3.0	4.3	-	2.7	2.7	2.5	2.8	-
Federal Jurisdiction	2.2	3.0	2.9	2.8	2.9	2.1	0.8	1.5	2.6	-0.5	3.7
Public Sector	2.5	3.3	2.9	2.7	3.2	2.9	3.2	3.1	3.0	3.6	3.8
Private Sector	2.4	3.0	2.6	2.5	2.4	2.4	0.7	1.3	1.6	0.2	2.4
Consumer Price Index	2.7	2.6	2.2	2.3	3.8	4.4	2.8	3.4	2.9	2.6	2.2

Data for the month of July are preliminary.

MAJOR SETTLEMENTS REACHED IN JULY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (2 agreements)	**1,000**	**2.2**	**2.5**	**60.0**	
Canadian Forest Products Ltd., Northwood Pulp Mill, mill employees, Prince George, B.C.	500	2.2	2.5	60.0	2008-04-30
Howe Sound Pulp and Paper Limited, mill employees, Port Mellon, B.C.	500	2.2	2.5	60.0	2008-04-30
Wholesale and Retail Trade (1 agreement)	**500**	**3.2**	**3.3**	**36.0**	
Zellers Inc., warehouse employees, Toronto, Ont.	500	3.2	3.3	36.0	2006-05-31
Transportation (1 agreement)	**2,300**	**2.7**	**2.5**	**48.0**	
NAV CANADA, air traffic controllers, Canada-wide	2,300	2.7	2.5	48.0	2005-03-31
Finance and Professional Services (1 agreement)	**1,280**	**2.5**	**2.5**	**24.0**	
National Research Council Canada, scientific and other professionals, Canada-wide	1,280	2.5	2.5	24.0	2004-07-19
Education, Health and Social Services (5 agreements)	**5,000**	**4.6**	**4.6**	**23.4**	
Dufferin-Peel Catholic District School Board, secondary teachers, Mississauga, Ont.	1,700	6.6	6.6	12.0	2004-08-31
EMC Emergency Medical Care Incorporated, para-medical professional employees, province-wide, N.S.	660	3.3	3.2	36.0	2005-03-31
Louis Riel School Division, elementary and secondary teachers, Winnipeg, Man.	1,100	3.0	3.0	24.0	2004-06-30
Memorial University of Newfoundland, professors, St. John's, Nfld.	780	5.0	5.0	36.0	2005-08-31
York Region District School Board, service and maintenance employees, Aurora, Ont.	760	3.2	3.3	24.0	2005-08-31
Entertainment and Hospitality (1 agreement)	**1,240**	**1.8**	**1.0**	**48.0**	
Greater Vancouver Hotel Employer's Association, service and maintenance employees, Vancouver, B.C.	1,240	1.8	1.0	48.0	2007-06-30
Public Administration (6 agreements)	**15,580**	**3.7**	**5.4**	**38.7**	
City of Burnaby, inside employees, Burnaby, B.C.	1,410	2.6 *	2.5	48.0	2006-12-31
City of Calgary, outside employees, Calgary, Alta.	2,530	3.3	3.0	36.0	2005-12-25
City of Coquitlam, inside and outside employees, Coquitlam, B.C.	980	2.6 *	2.5	48.0	2006-12-31
City of Edmonton, outside employees, Edmonton, Alta.	1,780	3.3	3.0	36.0	2005-12-24
Government of Canada, scientific and other professionals, Canada-Wide	7,720	4.2	7.8	36.0	2005-09-30
Vancouver Police Board, police officers, Vancouver, B.C.	1,160	3.3 *	3.8	48.0	2006-12-31
Agreements with COLA (3 agreements)	**3,550**	**2.9 ***	**2.9**	**48.0**	
Agreements without COLA (14 agreements)	**23,350**	**3.7**	**4.7**	**35.5**	
All Agreements (17 agreements)	**26,900**	**3.6**	**4.5**	**37.1**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,700	B/CO	Jan.01-Sep.03
•Canada Post	CUPW	48,000	TENT	Jan. 03
•Atomic Energy	various unions	1,600	CO/PCB/WS	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC and PIPSC	3,720	CO	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC	31,990	B	Oct. 03
•Government of Nova Scotia	CUPE (public works)	1,600	CO	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/ARB/TENT	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•GO Transit (Ont.)	ATU	780	CO	July 03
•College Compensation and Appointments Council	OPSEU	13,500	ARB	Aug. 03
•Great Atlantic and Pacific Co. (A&P) (Ont.)	UFCW	3,940	B	Sept. 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	Mar. 03
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	7,500	B	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B	June 03
•B.C. Retail Food sector	UFCW	16,680	B/MED	Mar./Apr. 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	TENT	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B/TENT	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

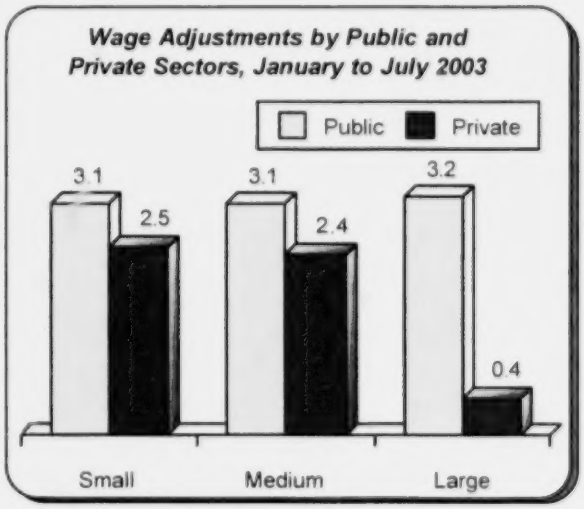
Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

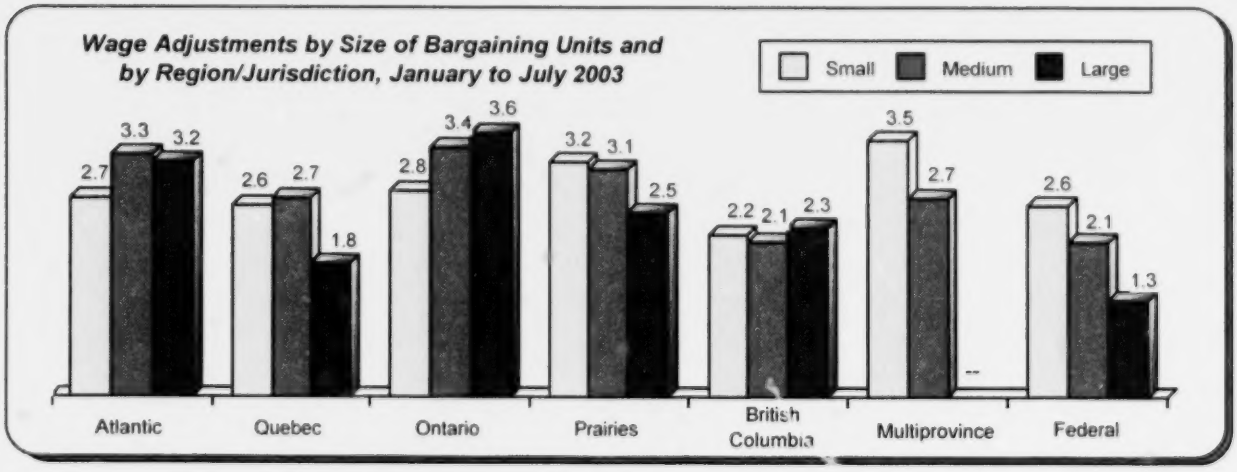
Among the 347 collective bargaining settlements reached to date (January to July), 111 settlements were in small bargaining units (between 100 and 499 employees), 191 were in medium bargaining units (500 to 1,999 employees), and 45 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent.

SMALL bargaining units reported an average increase of **2.8 per cent. Public sector** settlements provided an average increase of **3.1 per cent,** higher than the **private sector** wage adjustment of **2.5 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while **finance, real estate and management services** and the **entertainment and hospitality** sectors reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.2 per cent** in **British Columbia.**

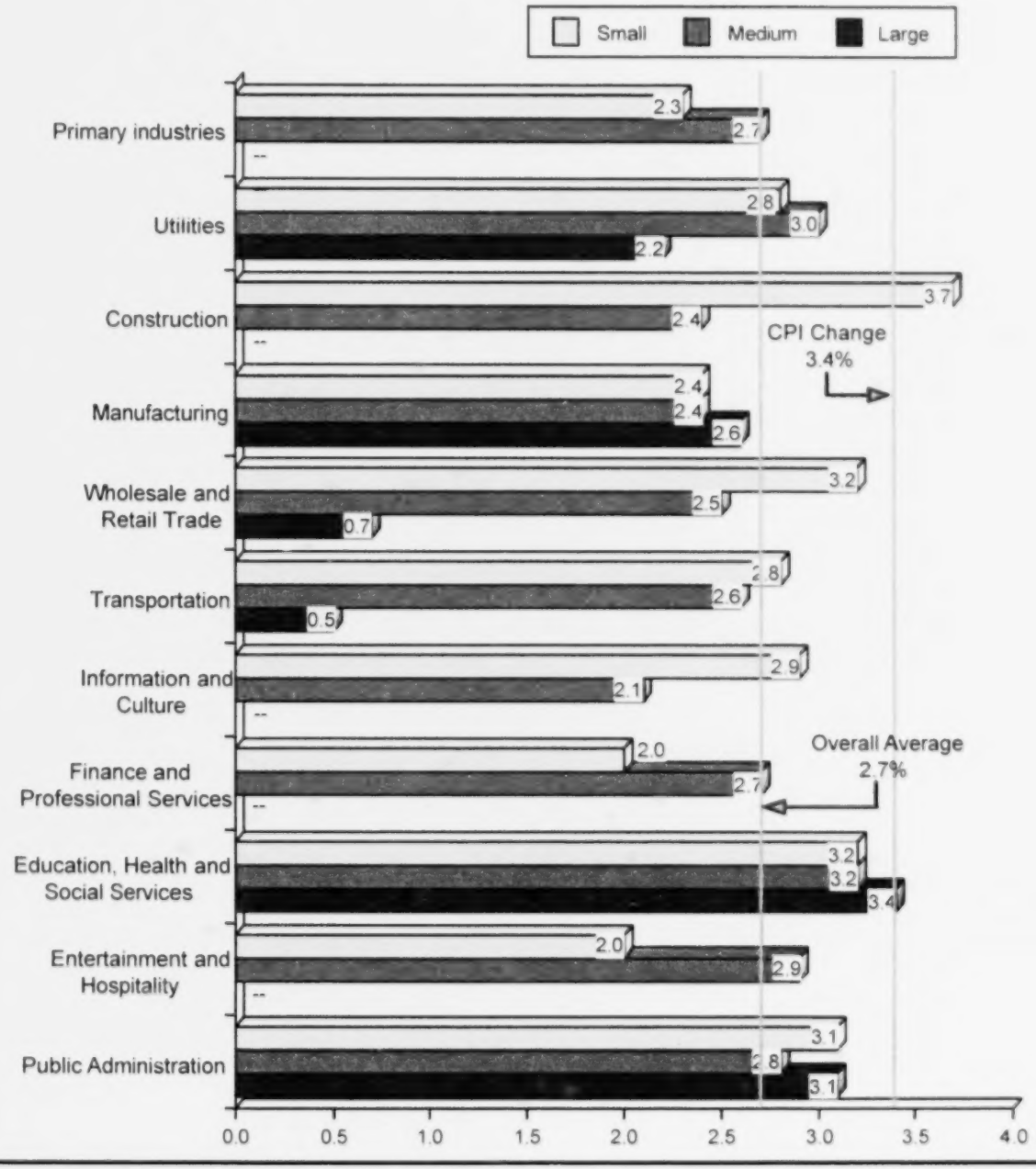
MEDIUM bargaining units reported a year-to-date average wage increase of **3.0 per cent. Public sector** settlements resulted in an average increase of **3.1 per cent,** compared to the **private sector** figure of **2.4 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.2 per cent** while **information and culture** reported the lowest average at **2.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Ontario** to a low of **2.1 per cent** in **British Columbia** and in the **Federal** jurisdiction.

LARGE bargaining units reported a wage increase of **2.5 per cent.** Settlements in the **public sector** resulted in an average increase of **3.2 per cent** compared to **0.4 per cent** in the **private sector.** The Air Canada wage reductions and wage freeze continue to have an effect on year-to-date private sector, transportation and federal jurisdiction adjustments. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.4 per cent** while the **transportation** sector reported the lowest increase at **0,5 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.6 per cent** in **Ontario** to a low of **1.3 per cent** in the **Federal** jurisdiction.





Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to July 2003



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JULY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Tolko Industries Ltd., Manitoba Solid Wood and Wood Lands Division, mill employees, The Pas, Man.	350	1.6	0.0	60.0	2006-08-31
Manufacturing (3 agreements)					
Grimms' Fine Foods Ltd., production employees, Richmond, B.C.	200	2.2	3.0	60.0	2008-05-31
Weldwood of Canada Limited, 100 Mile House Operations, mill employees, 100 Mile House, B.C.	200	1.8	0.0	72.0	2009-06-30
Weldwood of Canada Limited, Williams Lake Division, mill employees, Williams Lake, B.C.	340	1.8	0.0	72.0	2009-06-30
Wholesale and Retail Trade (1 agreement)					
Canada Safeway Limited & Food For Less, bakery employees, Calgary, Alta.	150	1.2	2.6	72.0	2007-03-17
Transportation (2 agreements)					
Direct Integrated Transportation Inc., truck drivers, Winnipeg, Man.	200	2.4	3.0	36.0	2006-05-13
Société du Vieux Port de Montréal inc., office and clerical employees, Montréal, Que.	350	3.4	4.0	48.0	2006-03-31
Information and Culture (1 agreement)					
Northern Telephone Limited, office and clerical employees, New Liskeard, Ont.	160	3.0	3.0	48.0	2007-02-28
Entertainment and Hospitality (1 agreement)					
Servomation Inc., food service employees, Vancouver, B.C.	400	1.3	-0.0	36.0	2005-01-31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2003. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.

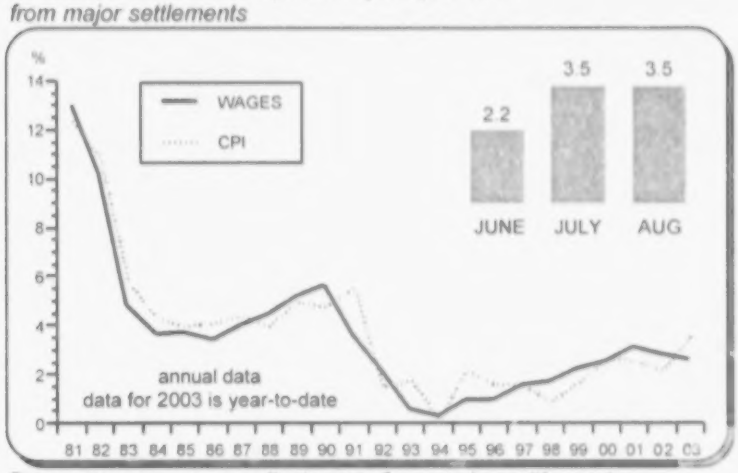
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

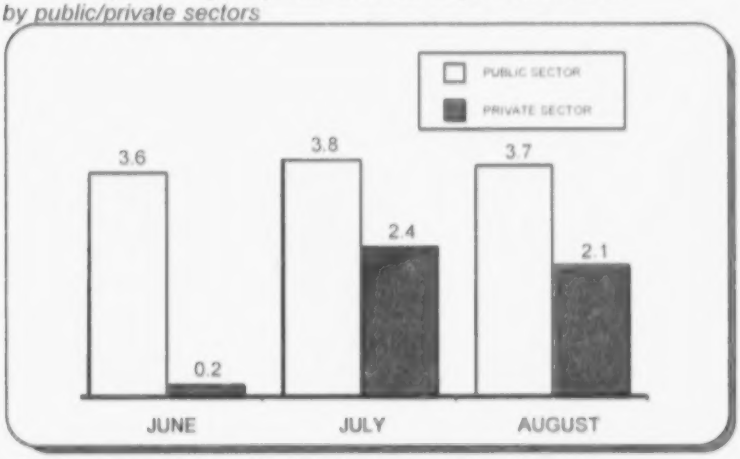
The Wage Settlements Bulletin

October 2003
Volume 14, Issue 10

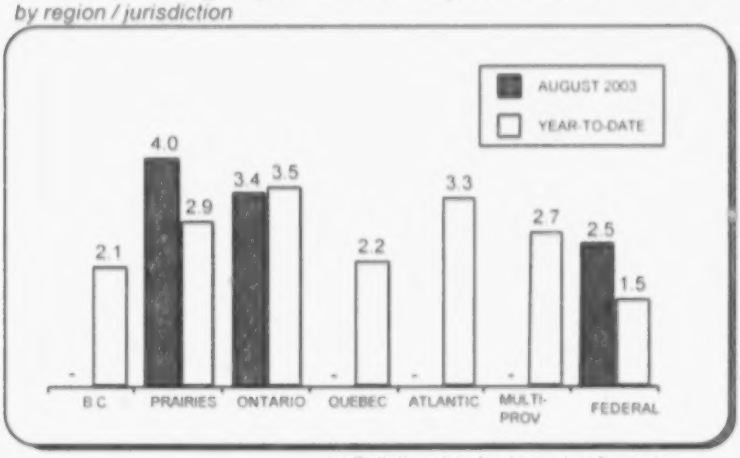
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for August 2003

Major collective bargaining settlements reached in **August 2003** provided base-rate wage increases averaging **3.5 per cent** annually over the term of the contracts.

There were very few settlements in August 2003. The August results are based on a review of only 11 settlements with a coverage of 23,980 employees. In a typical month during the year 2002, there were on average 31 agreements covering 82,383 employees.

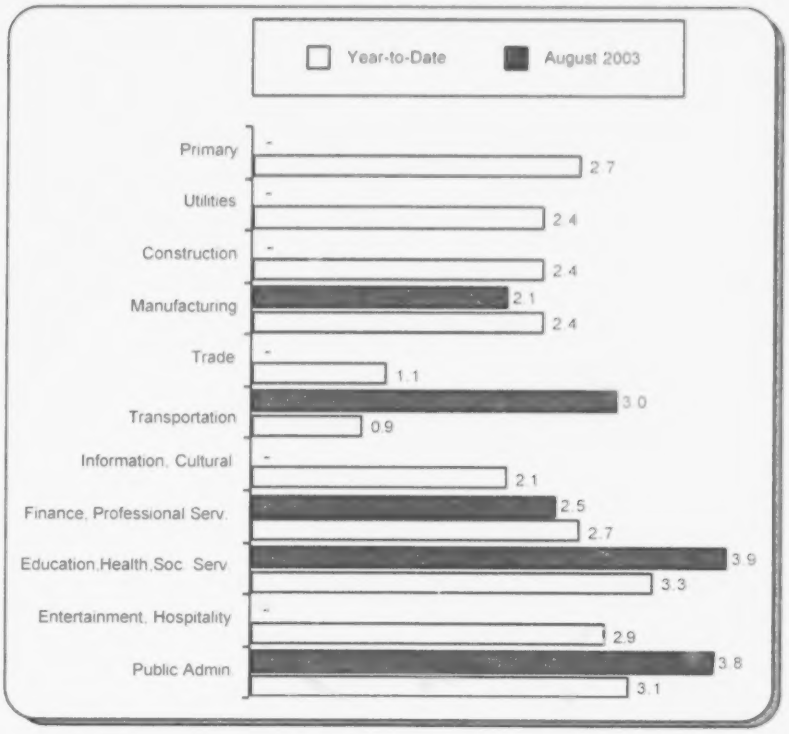
When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.8 per cent, a smaller gain than in their current settlements. Contract duration in August averaged 28 months, compared to 31 months in the previous round of settlements.

Most agreements (10 of 11) were in the public sector. A single **private-sector** agreement provided a wage gain of **2.1 per cent** for 3,400 mining employees with INCO Ltd. in Sudbury. **Public-sector** wage adjustments averaged 3.7 per cent for 20,580 employees. The larger public sector figure was influenced by several agreements with a relatively substantial employee-weighting within the *education and health sector*, averaging 3.9 per cent overall; they included the Regional Health Authorities of Manitoba at 4.5 per cent, the Toronto Catholic District School Board at 4.0 per cent and the Ontario Hospital Association at 3.5 per cent.

On a regional/jurisdictional basis, the largest concentration of employees (72.6 per cent of all workers) and the majority of agreements (7 of 11) were in Ontario; wage increases in this jurisdiction averaged 3.4 per cent. The largest increase at 4.0 per cent was in the Prairie provinces including Manitoba at 4.1 per cent and Alberta at 3.3 per cent. The Federal jurisdiction had the lowest average increase at 2.5 per cent.

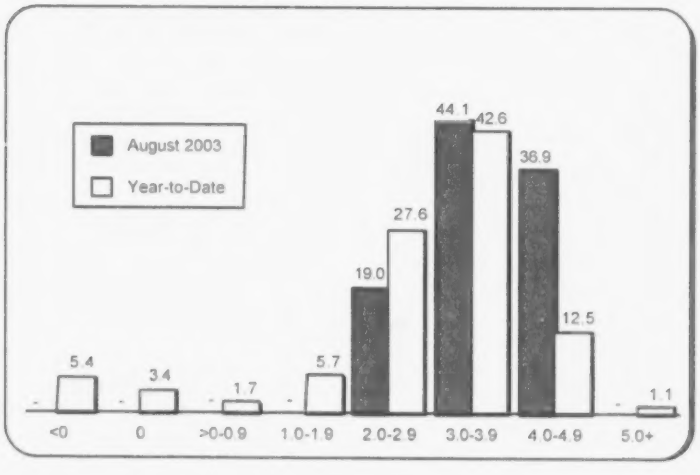
Canada

Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest concentration of employees was in **education, health and social services** with 14,120 employees (58.9% of all workers) in 4 agreements; this sector also recorded the largest average increase in wage settlements at **3.9 per cent**. The second largest average wage increase of **3.8 per cent** was recorded in the **public administration** sector with 4 agreements covering 4,170 employees. Each remaining industry was comprised of a single settlement, and in descending order of magnitude, the average wage increases for these were: the **transportation** sector at **3.0 per cent**; **finance and professional services** at **2.5 per cent**, and **manufacturing** at **2.1 per cent.**

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, August 2003

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	-	-
Ontario	7	17,400
Prairie Provinces	3	5,430
British Columbia	-	-
Multiprovince	-	-
Federal	1	1,150

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002		2003		Year to	2003		
				3	4	1	2	Date	Jun	Jul	Aug
All Industries/Jurisdictions											
Average Annual Adjustment	2.5	3.2	2.8	2.8	3.3	2.8	2.6	2.8	2.2	3.5	3.5
Non-COLA	2.5	3.2	2.8	2.7	3.1	2.8	2.6	2.8	2.2	3.7	3.7
COLA	2.4	3.2	3.5	3.8	4.2	1.9	2.4	2.3	-	2.9	2.1
First Year Increase	2.3	3.4	3.0	3.0	3.7	3.0	2.4	2.8	1.8	4.5	3.5
Non-COLA	2.3	3.4	2.9	2.8	3.3	3.1	2.5	2.9	1.8	4.7	3.6
COLA	2.5	3.3	4.2	4.6	5.2	1.6	1.7	1.9	-	2.9	3.0
Industries											
Primary	2.1	2.7	2.0	1.9	-	1.5	3.8	2.7	-	-	-
Utilities	3.5	2.5	2.4	3.3	3.4	3.9	2.2	2.4	3.0	-	-
Construction	3.6	3.2	1.2	1.2	-	-	2.4	2.4	1.6	-	-
Manufacturing	2.6	2.6	3.5	3.6	4.0	2.4	2.4	2.4	2.6	2.2	2.1
Wholesale and Retail Trade	1.7	1.6	1.9	2.2	1.8	-	1.0	1.1	1.3	3.2	-
Transportation	2.4	2.8	2.9	5.4	3.2	2.5	0.3	0.9	-0.5	2.7	3.0
Information and Cultural Industries	2.9	3.2	3.0	3.0	-	1.4	2.9	2.1	4.6	-	-
Finance and Professional Services	1.8	2.2	2.1	1.9	3.5	2.9	3.0	2.7	-	2.5	2.5
Education, Health, Social Services	2.6	3.5	3.0	3.4	3.4	2.9	3.4	3.3	3.6	4.6	3.9
Entertainment,Hospitality Industry	3.0	4.2	2.4	3.3	2.2	3.3	3.3	2.9	3.3	1.8	-
Public Administration	2.3	3.1	2.6	2.7	2.9	2.7	2.8	3.1	3.3	3.7	3.8
Jurisdictions											
Newfoundland and Labrador	3.7	5.0	6.6	-	5.0	3.0	-	3.4	-	5.0	-
Prince Edward Island	2.2	3.1	4.9	6.0	-	3.6	-	3.6	-	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.5	3.4	3.1	3.4	3.1	3.3	-
New Brunswick	2.8	3.4	2.7	3.3	2.3	2.3	3.8	2.6	-	-	-
Quebec	2.4	2.8	2.1	2.3	2.0	1.8	2.4	2.2	3.0	-	-
Ontario	2.6	2.9	3.0	3.1	3.4	3.1	3.6	3.5	3.7	5.1	3.4
Manitoba	2.6	2.4	4.0	3.0	3.2	3.1	2.0	2.8	3.0	3.0	4.1
Saskatchewan	3.5	2.9	3.9	3.9	3.8	3.6	2.6	3.0	-	-	-
Alberta	4.7	5.1	5.0	4.4	4.1	3.5	2.4	2.9	1.6	3.3	3.3
British Columbia	1.6	3.1	1.9	1.4	2.0	2.3	1.5	2.1	2.4	2.5	-
Multi-Province	2.7	3.0	3.3	4.3	3.1	-	2.7	2.7	2.8	-	-
Federal Jurisdiction	2.2	3.0	2.9	2.9	3.2	2.1	0.8	1.5	-0.5	3.7	2.5
Public Sector	2.5	3.3	2.9	3.2	3.3	2.9	3.2	3.2	3.6	3.8	3.7
Private Sector	2.4	3.0	2.6	2.4	3.5	2.4	0.7	1.3	0.2	2.4	2.1
Consumer Price Index	2.7	2.6	2.2	2.3	3.8	4.4	2.8	3.2	2.6	2.2	2.0

Data for the month of August are preliminary.

MAJOR SETTLEMENTS REACHED IN AUGUST 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (1 agreement)	**3,400**	**2.1**	**3.0**	**36**	
INCO Limited, smelting and refinery employees, Sudbury, Ont.	3,400	2.1 *	3.0	36	2006-05-31
Transportation (1 agreement)	**1,140**	**3.0**	**3.0**	**36**	
City of Winnipeg, bus drivers, Winnipeg, Man.	1,140	3.0	3.0	36	2006-01-11
Finance and Professional Services (1 agreement)	**1,150**	**2.5**	**2.5**	**36**	
National Research Council Canada, technical employees, Canada-Wide	1,150	2.5	2.5	36	2005-02-13
Education, Health and Social Services (4 agreements)	**14,120**	**3.9**	**3.7**	**26.3**	
Ontario Hospital Association, laboratory technicians, province-wide, Ont.	6,170	3.5	3.5	24	2004-03-31
Regional Health Authorities of Manitoba, para-medical technical employees, province-wide, Man.	3,300	4.5	5.0	36	2006-03-31
Toronto Catholic District School Board, elementary teachers, Toronto, Ont.	4,020	4.0	3.0	24	2004-08-31
University of Windsor, teaching assistants, Windsor, Ont.	630	3.0	3.0	12	2004-08-31
Public Administration (4 agreements)	**4,170**	**3.8**	**3.9**	**24.3**	
City of Calgary, firefighters, Calgary, Alta.	990	3.3	3.5	24	2003-12-31
Hamilton Police Services, police officers, Hamilton, Ont.	720	3.6	3.9	36	2005-12-31
Regional Municipality of Peel Police Services Board, police officers, Brampton, Ont.	1,530	4.2	4.2	12	2003-12-31
Regional Municipality of York Police Services Board, police officers, Newmarket, Ont.	930	3.6	3.9	36	2005-12-31
Agreements with COLA (1 agreements)	**3,400**	**2.1 ***	**3.0**	**36**	
Agreements without COLA (10 agreements)	**20,580**	**3.7**	**3.6**	**27**	
All Agreements (11 agreements)	**23,980**	**3.5**	**3.5**	**28.2**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,700	B/CO	May02-Sep 03
•Atomic Energy	various unions	1,000	CO/PCB/WS	Dec. 02/Jun 03
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec 02-Sept 03
•Canada Customs and Revenue Agency	PSAC	41,480	B	Oct. 03/Dec 03
•Government of Nova Scotia	CUPE (public works)	1,600	CO	Oct. 02
•Nova Scotia Power Inc	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	19,230	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	CO	July 03
•College Compensation and Appointments Council	OPSEU	13,500	CO	Aug. 03
•Manitoba Hydro-Electric Board	IBEW	2,300	TENT	May 03
•Government of Manitoba	MGEU	12,590	B	Mar. 03
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	7,500	B/TENT	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B/TENT	Mar./Apr. 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	B	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

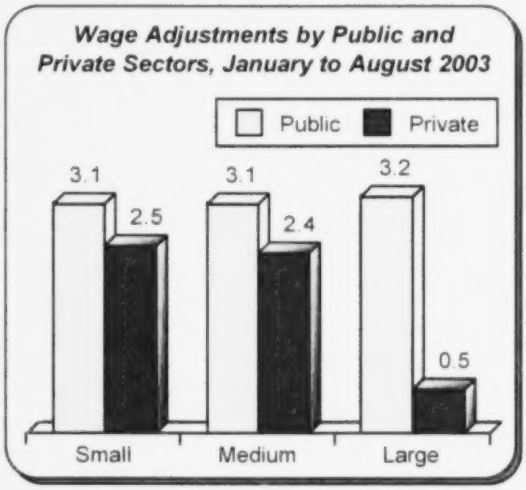
Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

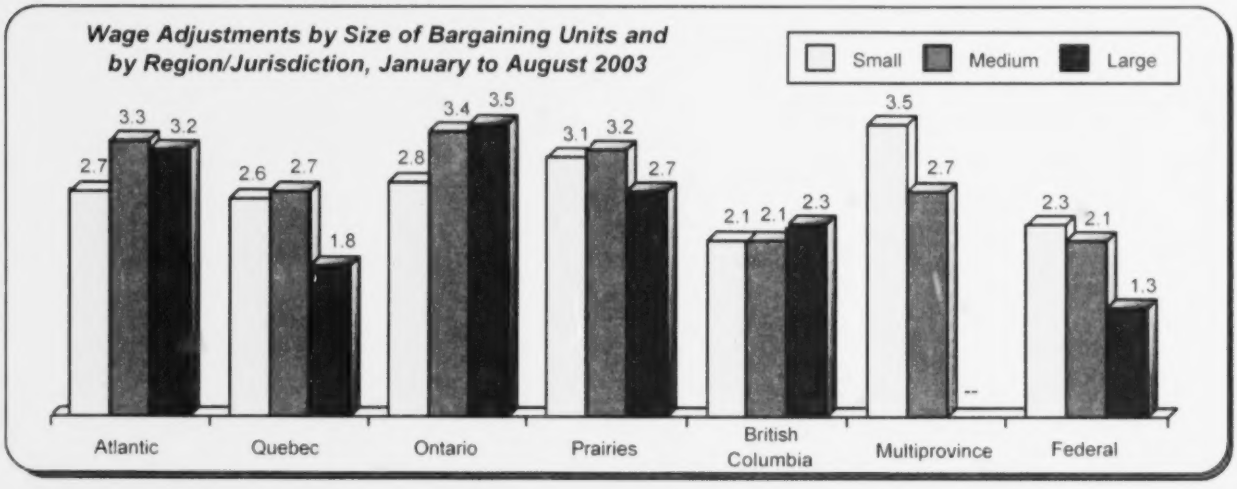
Among the 365 collective bargaining settlements reached to date (January to August 2003), 118 settlements were in small bargaining units (between 100 and 499 employees), 198 were in medium bargaining units (500 to 1,999 employees), and 49 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent.

SMALL bargaining units reported an average increase of **2.7 per cent. Public sector** settlements provided an average increase of **3.1 per cent,** higher than the **private sector** wage adjustment of **2.5 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while **entertainment and hospitality** sector reported the lowest average at **1.9 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.1 per cent** in **British Columbia.**

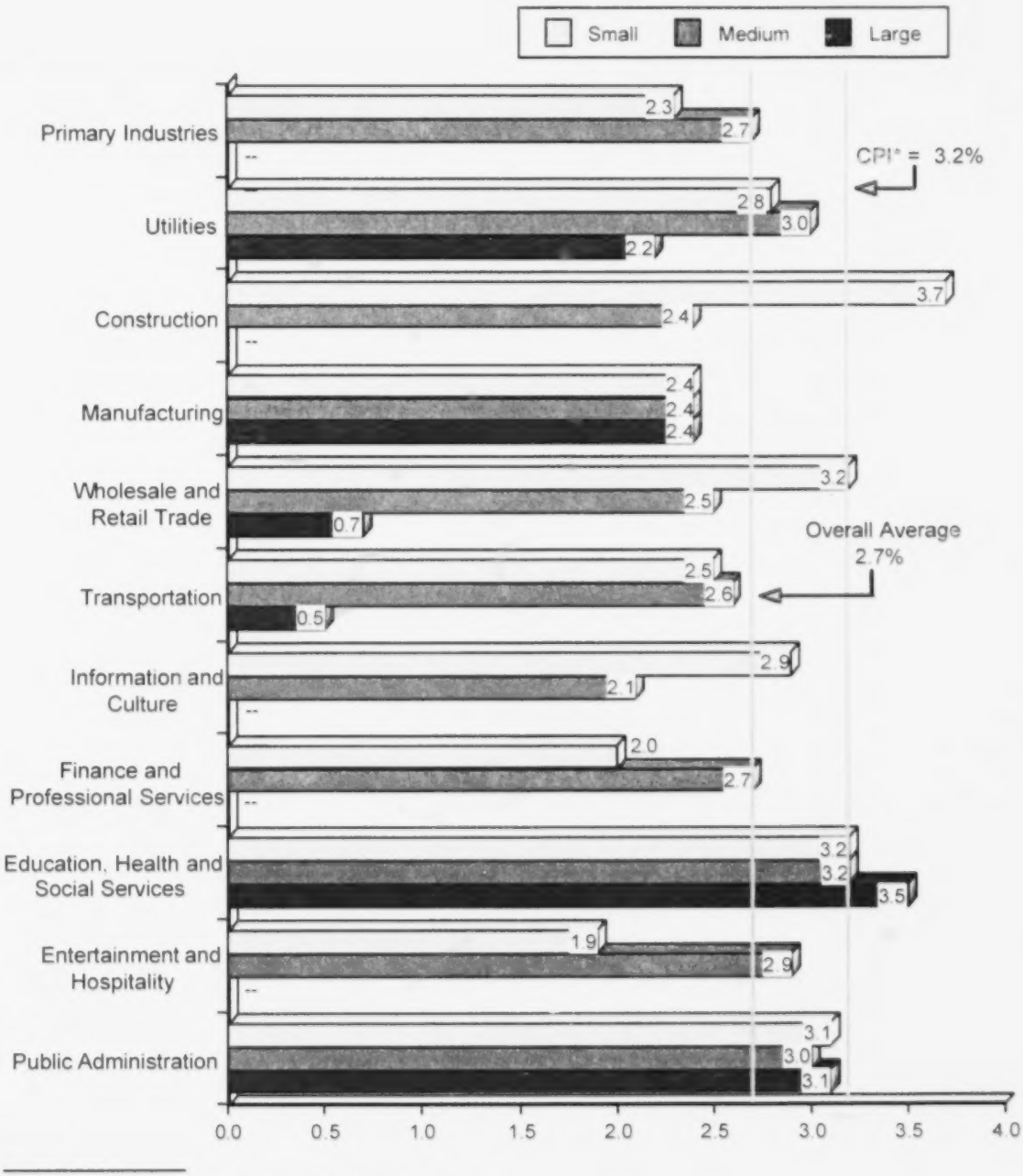
MEDIUM bargaining units reported a year-to-date average wage increase of **3.0 per cent. Public sector** settlements resulted in an average increase of **3.1 per cent,** compared to the **private sector** figure of **2.4 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.2 per cent** while **information and culture** reported the lowest average at **2.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Ontario** to a low of **2.1 per cent** in **British Columbia** and in the **Federal** jurisdiction.

LARGE bargaining units reported a wage increase of **2.6 per cent.** Settlements in the **public sector** resulted in an average increase of **3.2 per cent** compared to **0.5 per cent** in the **private sector.** The Air Canada wage reductions and wage freeze continue to have an effect on year-to-date private sector, transportation and federal jurisdiction adjustments. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.5 per cent** while the **transportation** sector reported the lowest increase at **0.5 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in **Ontario** to a low of **1.3 per cent** in the **Federal** jurisdiction.





Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to August 2003



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN AUGUST 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (2 agreements)					
Caribou Pulp & Paper Company, mill employees, Quesnel, B.C.	300	2.2	2.5	60	2008-04-30
Field Aviation West (Division of Field Aviation Company Inc.), aircraft maintenance, Calgary, Alta.	170	0.0	0.0	12	2004-04-24
Transportation (2 agreements)					
Canadian Pacific Railway & St. Lawrence & Hudson Railway, dispatchers, System-Wide	210	2.7	3.0	36	2005-12-31
Leaseway Auto Carriers, truck drivers, province-wide	180	1.1*	0.4	36	2005-10-31
Education, Health and Social Services (1 agreement)					
Brandon University, office and clerical employees, Brandon, Man.	100	3.0	3.0	36	2006-03-31
Entertainment and Hospitality (1 agreement)					
Hospitality Industrial Relations, hotel and restaurant employees, B.C., province-wide	250	1.0	0.0	48	2006-12-31
Public Administration (1 agreement)					
Municipal Corporation of Iqaluit, inside and outside employees, Iqaluit, Nunavut	120	3.0	3.0	36	2006-06-30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2003. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.

Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

The Wage Settlements Bulletin

November 2003
Volume 14, Issue 11

Wage Data for the Third Quarter 2003

Major collective bargaining settlements reached in **the third quarter 2003** provided base-rate wage increases averaging **3.2 per cent** annually over the contract term. This is higher than the 2.6 per cent figure recorded in the previous quarter and 2.8 per cent for the year 2002 as a whole. The third quarter 2003 results are based on a review of 44 settlements reached in the period, with a coverage of 125,110 employees.

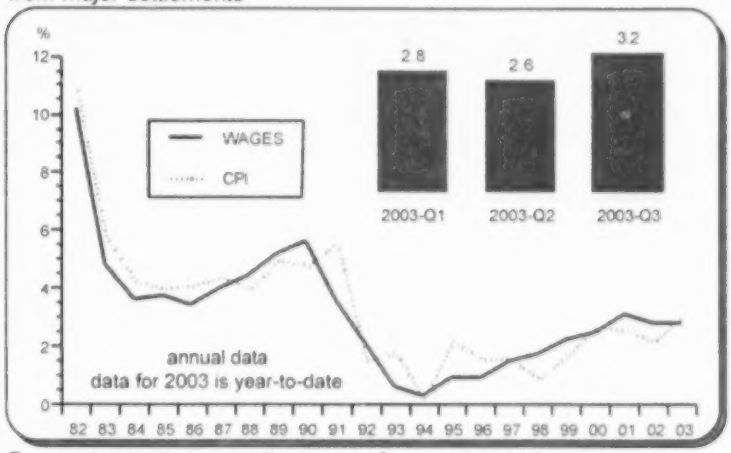
When the parties to the third quarter settlements previously negotiated, contract duration averaged 32.6 months, and the resulting wage adjustments averaged 2.7 per cent, compared to 3.2 per cent in the current round of settlements and an average contract duration of 40.9 months.

Wage increases in the first nine months of 2003 (January to September) averaged 2.8 per cent for 471,960 employees in 264 major settlements.

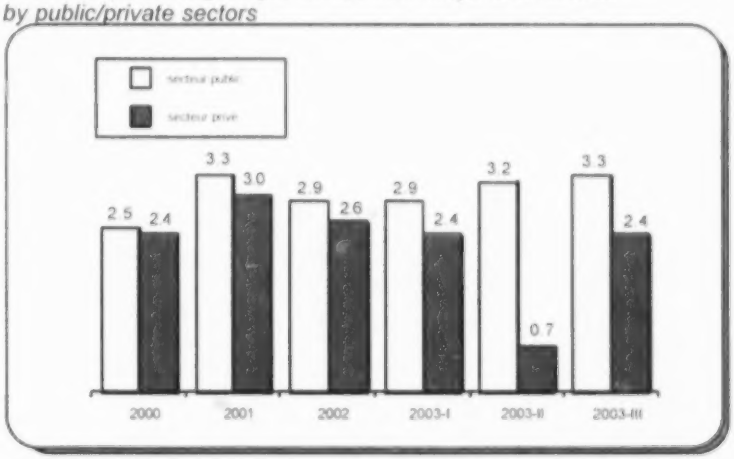
In the third quarter 2003, the majority of agreements settled (70.5%) and employees covered (88.4%) were in the public sector. Wage increases in the **public sector** averaged **3.3 per cent** for 110,560 employees in 31 agreements and in the **private sector, 2.4 per cent** for 14,550 employees in 13 agreements.

On an industry basis, the largest increase in the third quarter was in the **education, health and social services** sector, with 12 agreements providing 24,240 employees with wage gains averaging **4.3 per cent**. The second largest wage increase (at **3.4 per cent**) was recorded in **public administration**. The smallest average wage gain (at 1.8 per cent), was with the **entertainment and hospitality** sector, which was recorded in just a single agreement covering 1,240 hospitality workers with the Greater Vancouver Hotel Employees Association.

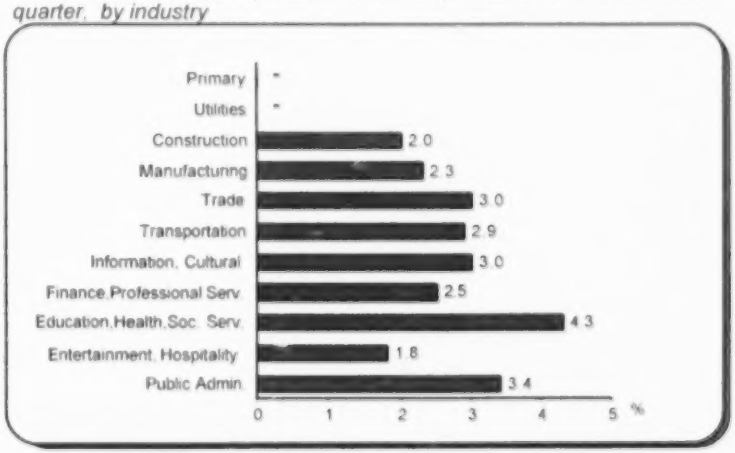
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



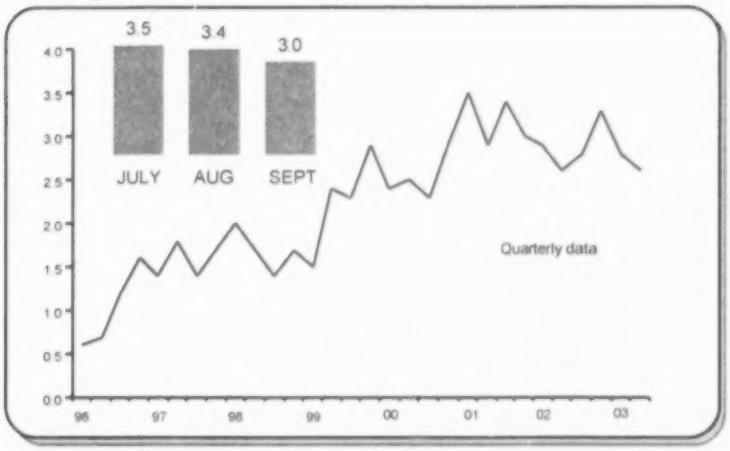
Base rate percentage adjustments from major settlements in the third quarter, by industry



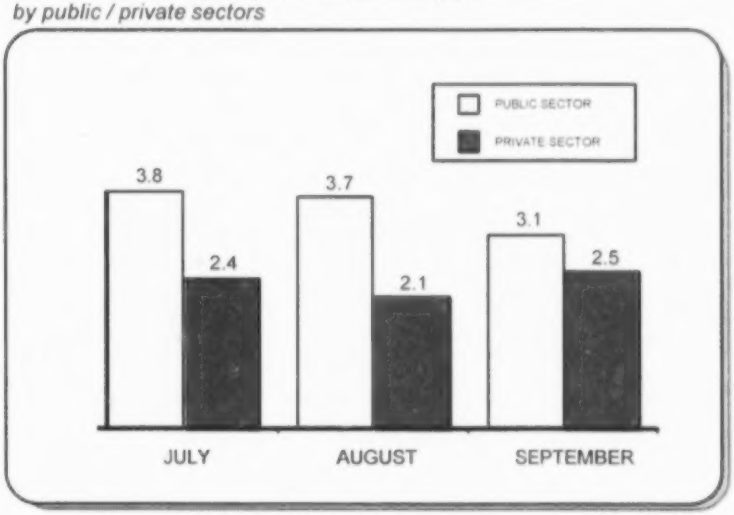
Le Bulletin existe également en français

Canada

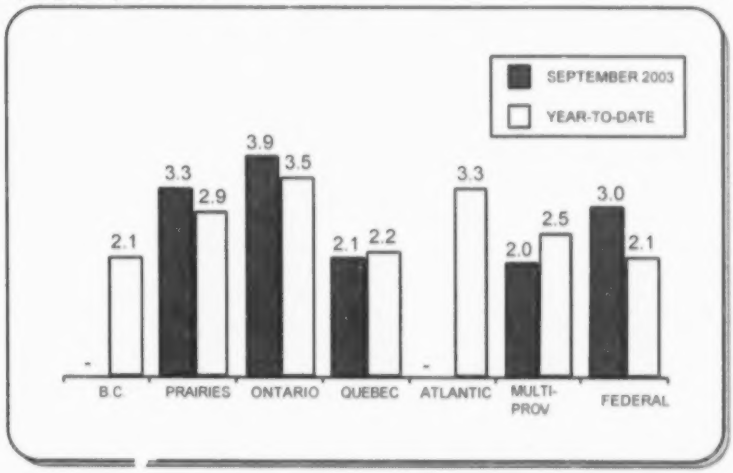
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for September 2003

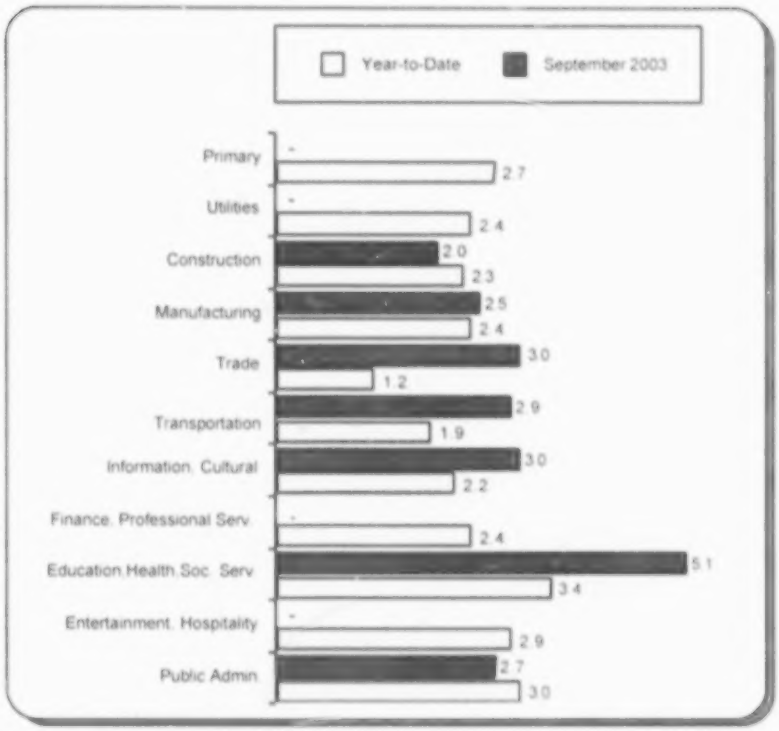
Base-rate wage adjustments from major collective bargaining settlements reached in **September 2003** averaged **3.0 per cent** annually over the contract term, down from the 3.4 per cent average in the previous month but still higher than the 2.8 per cent annual figure for 2002 as a whole. The results for September 2003 are based on a review of 15 settlements covering 73,640 employees.

When the parties to these settlements previously negotiated, contract duration averaged 31.8 months and the resulting wage adjustments averaged 2.3 per cent, compared to the 3.0 per cent in their current round of settlements and average contract duration of 46.5 months. In fact, 8 of the 15 September agreements have a contract duration over 3 years. (Of these, the Labatt Brewery (in Quebec) agreement has a duration of 84 months, both the City of Montreal firefighters' agreement and the Pipe Line Contractors' Association of Canada agreement have a duration of 60 months and the Canada Post settlement has a contract duration of 48 months.)

Wage gains in September were higher in the **public sector (3.1 per cent)** than in the **private sector (2.5 per cent)**. The majority of agreements (60%) and employees (92.6%) were in the public sector. The relatively larger public sector figure was influenced by the Canada Post settlement providing 48,000 letter carriers, inside workers and technical employees with wage increases averaging 3.0 per cent; this agreement accounts for 65.9 per cent of the employee coverage for September 2003.

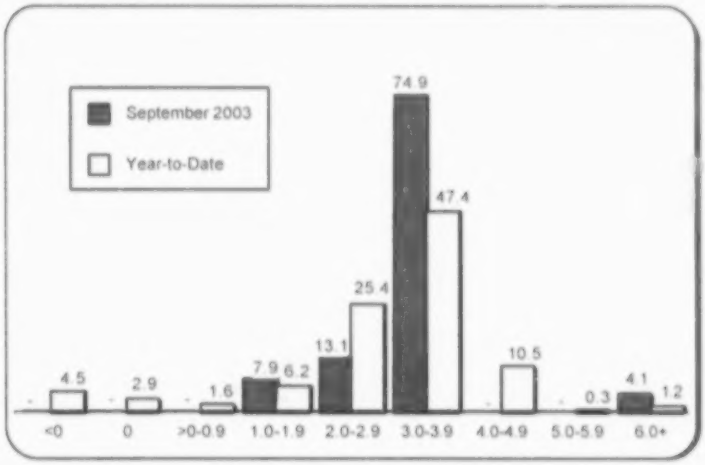
On a regional/jurisdictional basis, wage adjustments in September were largest in Ontario, at 3.9 per cent. Wage adjustments were lowest in the Multi-province jurisdiction, where a single agreement provided 800 employees (Pipe Line Contractors) with a wage gain averaging 2.0 per cent. The remaining average wage increases for various jurisdictions are itemized in the adjoining chart.

Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest concentration of employees was in the **transportation** sector with 52,990 employees (72% of all workers) in 3 agreements receiving wage gains averaging 2.9 per cent (postal services are in the transportation sector). The largest average increase by industry was recorded in the **education, health and social services** sector at 5.1 per cent (3 agreements covering 5,180 employees). The **construction** sector recorded the smallest average increase at 2.0 per cent (Pipe Line Contractors Association in a single agreement). In descending order of magnitude, the average wage increases for the remaining industries were: the **trade** sector and the **information and culture** sector, both at **3.0 per cent**; **public administration** at **2.7 per cent**, and **manufacturing** at **2.5 per cent.**

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, September 2003

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	5	8,440
Ontario	4	10,780
Prairie Provinces	2	3,500
British Columbia	-	-
Multiprovince	1	800
Federal	3	50,120

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2003			2003			Year to
				1	2	3	Jul	Aug	Sept	Date*
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.2	2.8	2.8	2.6	3.2	3.5	3.4	3.0	2.8
Non-COLA	2.5	3.2	2.8	2.8	2.6	3.6	3.7	3.7	3.3	2.8
COLA	2.4	3.2	3.5	1.9	2.4	2.9	2.9	2.1	2.9	2.7
First Year Increase	2.3	3.4	3.0	3.0	2.4	3.4	4.5	3.5	2.9	2.8
Non-COLA	2.3	3.4	2.9	3.1	2.5	3.9	4.7	3.6	3.1	2.9
COLA	2.5	3.3	4.2	1.6	1.7	2.8	2.9	2.8	2.8	2.5
Industries										
Primary	2.1	2.7	2.1	1.5	3.8	-	-	-	-	2.7
Utilities	3.5	2.5	2.4	3.9	2.2	-	-	-	-	2.4
Construction	3.6	3.2	1.2	-	2.4	2.0	-	-	2.0	2.3
Manufacturing	2.6	2.6	3.5	2.4	2.4	2.3	2.2	2.1	2.5	2.4
Wholesale and Retail Trade	1.7	1.6	1.9	-	1.0	3.0	3.2	-	3.0	1.2
Transportation	2.4	2.8	2.9	2.5	0.3	2.9	2.7	2.6	2.9	1.9
Information and Cultural Industries	2.9	3.2	3.0	1.4	2.9	3.0	-	-	3.0	2.2
Finance, Professional Services	1.8	2.2	2.1	2.7	2.0	2.5	2.5	2.5	-	2.4
Education, Health, Social Services	2.6	3.5	3.0	2.9	3.4	4.3	4.6	3.9	5.1	3.4
Entertainment Hospitality Industry	3.0	4.0	2.4	3.3	3.3	1.8	1.8	-	-	2.9
Public Administration	2.3	3.1	2.6	2.7	2.8	3.4	3.7	3.8	2.7	3.0
Jurisdictions										
Newfoundland and Labrador	3.7	5.0	6.6	3.0	-	5.0	5.0	-	-	3.4
Prince Edward Island	2.2	3.1	4.9	3.6	-	-	-	-	-	3.6
Nova Scotia	2.2	3.7	2.4	3.4	3.1	3.3	3.3	-	-	3.4
New Brunswick	2.8	3.4	2.7	2.3	3.8	-	-	-	-	2.6
Quebec	2.4	2.8	2.1	1.8	2.4	2.1	-	-	2.1	2.2
Ontario	2.6	2.9	3.0	3.1	3.6	3.7	5.1	3.4	3.9	3.5
Manitoba	2.6	2.4	4.0	3.1	2.0	3.9	3.0	4.1	-	2.8
Saskatchewan	3.5	2.9	3.9	3.6	2.6	3.1	-	-	3.1	3.0
Alberta	4.7	5.1	5.0	3.5	2.4	3.3	3.3	3.3	3.3	2.9
British Columbia	1.6	3.1	1.9	2.3	1.5	2.5	2.5	-	-	2.1
Multiprovince	2.7	3.0	3.3	-	2.7	2.0	-	-	2.0	2.5
Federal Jurisdiction	2.2	3.0	2.9	2.1	0.8	3.1	3.7	2.3	3.0	2.1
Public Sector	2.5	3.3	2.9	2.9	3.2	3.3	3.8	3.7	3.1	3.2
Private Sector	2.4	3.0	2.6	2.4	0.7	2.4	2.4	2.1	2.5	1.4
Consumer Price Index	2.7	2.6	2.2	4.4	2.8	2.1	2.1	2.6	2.2	3.1

Data for the month of September are preliminary.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Construction (1 agreement)	**800**	**2.0**	**1.6**	**60.0**	
Pipe Line Contractors Association of Canada, welders, Canada-wide	800	2.0	1.6	60.0	2008-04-30
Manufacturing (3 agreements)	**2,390**	**2.5**	**2.7**	**53.1**	
Goodyear Canada Inc., plant and maintenance employees, Valleyfield, Que.	940	3.0 *	3.7	36.0	2005-06-30
La Brasserie Labatt Limitee, plant and maintenance employees, Lasalle, Que.	850	2.1	1.9	84.0	2009-12-31
Maple Leaf Poultry - Member of Maple Leaf Foods Inc., production, Toronto, Ont.	600	2.3	2.4	36.0	2005-09-23
Wholesale and Retail Trade (1 agreement)	**850**	**3.0**	**3.5**	**75.0**	
Corp. des concessionnaires d'automobiles de la région de Québec, mechanics, Québec, Que.	850	3.0 *	3.5	75.0	2009-02-11
Transportation (3 agreements)	**52,990**	**2.9**	**2.8**	**48.0**	
Canada Post Corporation, mail carriers, inside workers and technical employees, Canada-wide	48,000	3.0 *	3.0	48.0	2007-01-31
Greyhound Canada Transportation Corp., bus drivers, system-wide	1,420	2.5	2.0	48.0	2006-12-31
Montreal Transit Commission, bus drivers, Montréal, Que.	3,570	1.7 *	0.0	48.0	2007-01-07
Information and Culture (1 agreement)	**700**	**3.0**	**3.5**	**24.0**	
Canadian Broadcasting Corporation, administrative services employees, Que. and N.B.	700	3.0	3.5	24.0	2005-09-25
Education, Health and Social Services (3 agreements)	**5,180**	**5.1**	**5.1**	**21.9**	
Dufferin-Peel Catholic District School Board, elementary teachers, Mississauga, Ont.	3,040	6.6	6.6	12.0	2004-08-31
University of Saskatchewan, professors, Saskatoon, Sask.	1,000	3.1	3.0	36.0	2005-06-30
Upper Canada District School Board, office and clerical employees, Brockville, Ont.	1,140	3.0	3.0	36.0	2005-08-31
Public Administration (3 agreements)	**10,730**	**2.7**	**2.5**	**47.7**	
City of Edmonton, inside employees, Edmonton, Alta.	2,500	3.3	3.0	36.0	2005-12-24
City of Montreal, firefighters, Montréal, Que.	2,230	1.8	2.0	60.0	2006-12-31
City of Ottawa, inside and outside employees, Ottawa, Ont.	6,000	2.8	2.5	48.0	2004-12-31
Agreements with COLA (4 agreements)	**53,360**	**2.9 ***	**2.8**	**48.2**	
Agreements without COLA (11 agreements)	**20,280**	**3.3**	**3.1**	**42.0**	
All Agreements (15 agreements)	**73,640**	**3.0**	**2.9**	**46.5**	

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	113,700	B/CO	May02-Sep.03
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC and PIPS	41,480	B	Oct. 03/Dec.03
•Bell Canada	CEP and Canadian Telephone Assn.	8,500	B	Nov.03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	CO	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•Government of New Brunswick	CUPE (health)	5,800	B	June 03
•Government of Quebec	various unions	315,150	B/MED	Jun.03/Dec.03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	19,230	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	CO	July 03
•College Compensation and Appointments Council (Ont.)	OPSEU	13,500	CO	Aug. 03
•Ontario Power Generation	Society of Energy Professionals	3,930	B	Dec. 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec. 03
•Government of Manitoba	MGEU	12,590	B	Mar. 03
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Sept. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	7,500	B/TENT	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	8,000	B	Mar./Apr. 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•CP, CN and Via Rail	various unions	24,600	B	Dec.02 / Dec.03
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	B	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

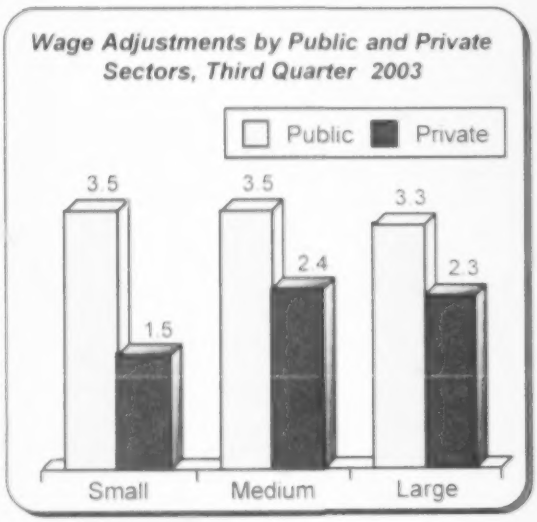
Wage Data for the Third Quarter 2003 for Small, Medium and Large Bargaining Units

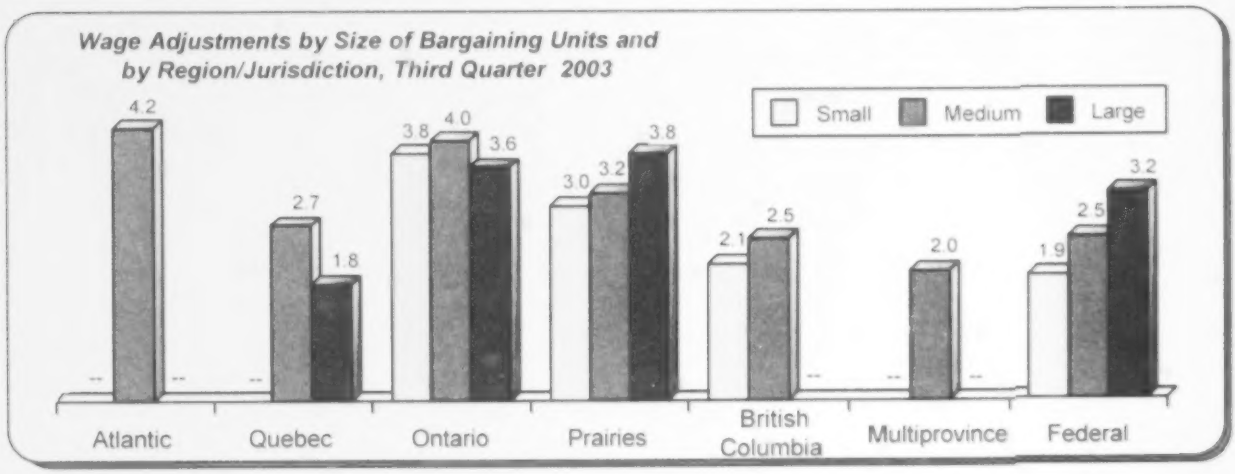
Among the 72 collective bargaining settlements reached in the third quarter of 2003, 28 settlements were in small bargaining units (between 100 and 499 employees), 31 were in medium bargaining units (500 to 1,999 employees), and 13 were in large bargaining units with 2,000 employees or more.

SMALL bargaining units reported an average increase of **2.8 per cent.** Public sector settlements provided an average increase of **3.5 per cent,** much higher than the **private sector** wage adjustment of **1.5 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.1 per cent** while **entertainment and hospitality** and **wholesale and retail trade** sectors reported the lowest average at **1.2 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.8 per cent** in **Ontario** to a low of **1.9 per cent** in the **Federal** jurisdiction.

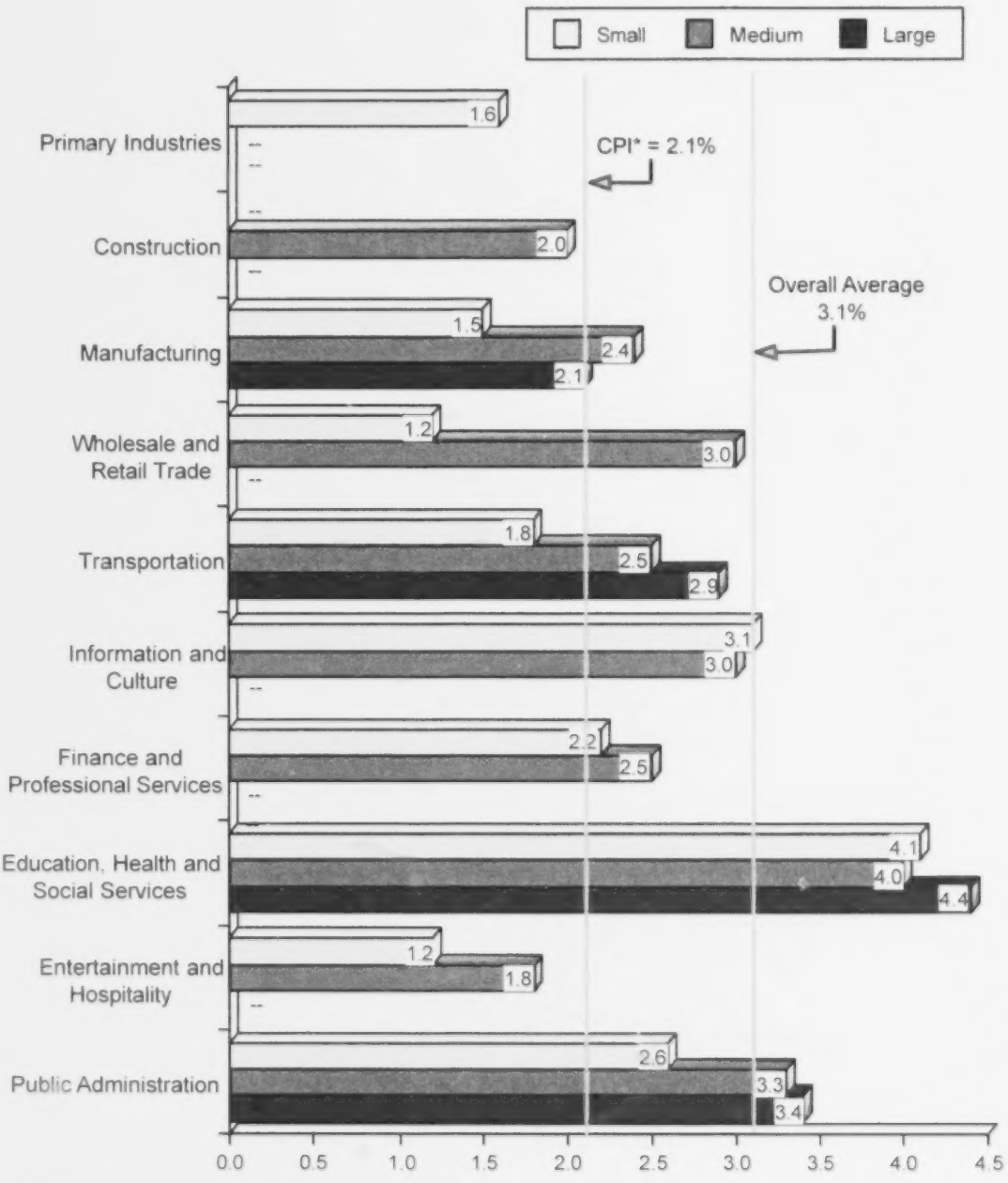
MEDIUM bargaining units reported a third quarter average wage increase of **3.1 per cent. Public sector** settlements resulted in an average increase of **3.5 per cent,** compared to the **private sector** figure of **2.4 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.0 per cent** while **entertainment and hospitality** reported the lowest average at **1.8 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.2 per cent** in the **Atlantic Provinces** to a low of **2.0 per cent** in the **Muliprovince** category.

LARGE bargaining units reported a wage increase of **3.2 per cent.** Settlements in the **public sector** provided an average increase of **3.3 per cent** while the **private sector** resulted in an average low of **2.3 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.4 per cent** while the **manufacturing** sector reported the lowest increase at **2.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.8 per cent** in the **Prairie Provinces** to a low of **1.8 per cent** in **Quebec.**





Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
Third Quarter 2003



* Per cent change from the same period last year.

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN SEPTEMBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (2 agreements)					
MTD Products Limited, production, Kitchener, Ont.	450	1.7	2.0	36.0	2006-09-14
Weyerhaeuser Canada, mill employees, Kamloops, B.C.	410	2.2	2.5	60.0	2008-04-30
Transportation (2 agreements)					
NAV CANADA, engineers, office empls., Canada-wide	260	2.6	2.5	48.0	2004-04-30
Via Rail Canada Inc., locomotive engineers, system-wide	350	2.3	2.0	36.0	2003-12-31
Information and Culture (2 agreements)					
Edmonton Public Library, librarians, Edmonton, Alta.	470	3.3	3.0	36.0	2005-12-24
Télébec ltée, office and clerical employees, Montréal, Que.	310	2.7	2.5	49.0	2007-11-01
Finance, Real Estate, Management Services (1 agreement)					
Atomic Energy of Canada Limited, laboratory technicians, Chalk River, Ont.	410	2.2	1.9	36.0	2006-03-31
Education, Health and Social Services (2 agreements)					
Lakehead University, professors, Thunder Bay, Ont.	320	5.6	9.0	36.0	2006-06-30
St. James-Assiniboia School Division No. 2, office and clerical employees, Winnipeg, Man.	320	3.0	3.0	24.0	2004-06-30
Public Administration (1 agreement)					
City of Abbotsford, inside and outside employees, Abbotsford, B.C.	390	2.5	2.5	24.0	2004-12-31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*

Published by the Authority of the Minister of Labour, Government of Canada
©Minister of Public Works and Government Services Canada 2003. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.

NUMBER

NUMÉRO

12

Micromedia
ProQuest

20 Victoria Street
Toronto, Ontario M5C 2N8
Tel: (416) 362-5211
Toll free: 1-800-387-2689
Fax: (416) 362-6161

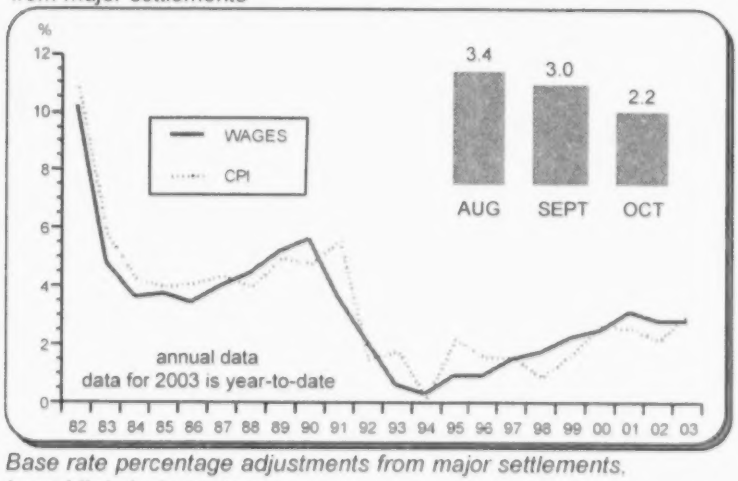
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

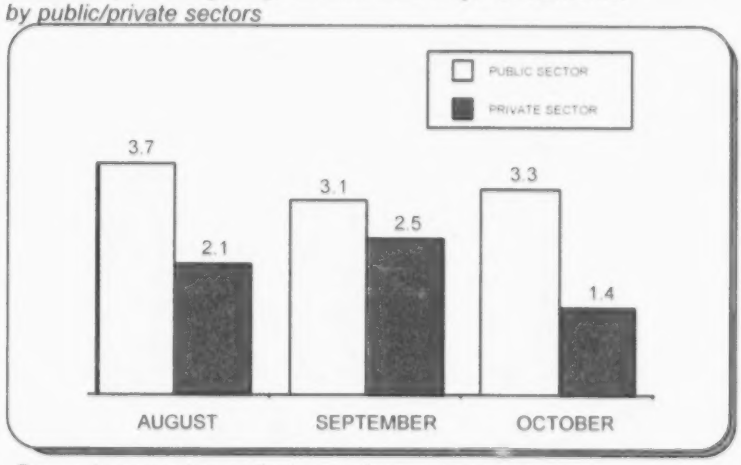
The Wage Settlements Bulletin

December 2003
Volume 14, Issue 12

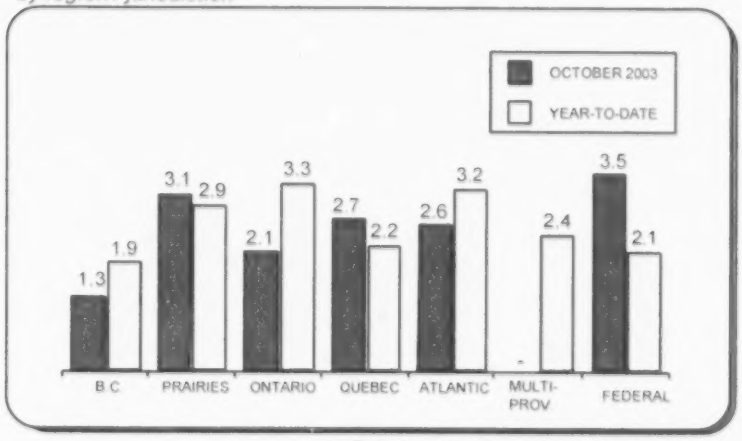
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français

Wage Data for October 2003

Major collective bargaining settlements reached in **October 2003** provided base rate wage increases averaging **2.2 per cent** annually over the term of the contracts. These results are based on a review of 26 settlements with a coverage of 46,290 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7 per cent, a larger gain than in their current settlements. Contract duration in October averaged 41 months, compared to 44 months in the previous round of settlements.

Wage increases in the first 10 months of 2003 (January to October) averaged 2.7 per cent for 528,770 employees in 292 major settlements.

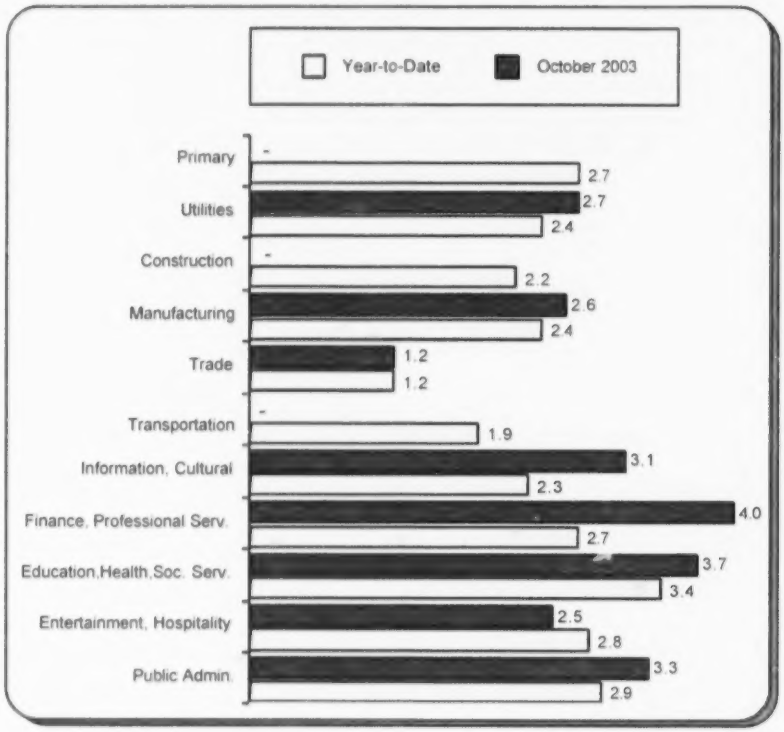
The majority of employees covered in October 2003 major settlements were in the private sector (38.5 per cent of all agreements covering 60.8 per cent of all workers). The **public-sector** average for 18,130 employees in 16 agreements was **3.3 per cent**. **Private-sector** wage increases in October were lower at **1.4 per cent** for 28,160 employees in 10 settlements.

On a regional/jurisdictional basis, the largest concentration of employees (43.2 per cent) and agreements (26.9 per cent) were in Ontario; wage increases in this jurisdiction averaged 2.1 per cent. The largest average increase, at 3.5 per cent, was in the Federal jurisdiction and Alberta; in the Prairie provinces wage gains averaged averaged 3.1 per cent; in Quebec, 2.7 per cent, in the Atlantic Provinces, 2.6 per cent and the lowest average increase was recorded in British Columbia at 1.3 per cent.

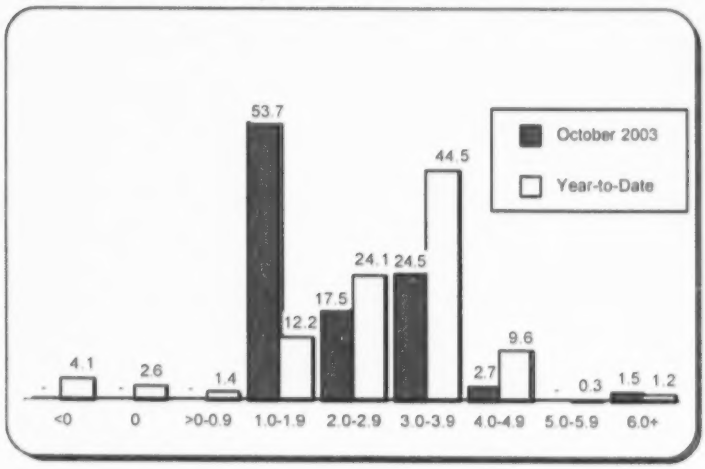
Canada

On an industry basis, the largest concentration of employees was in the retail **trade** sector with 23,930 employees (51.7% of all workers) in four agreements; this sector also recorded the smallest average increase in wage settlements, at **1.2 per cent**. The second smallest average wage increase, at **2.5 per cent,** was recorded in the **entertainment and hospitality** sector, involving two Quebec casino agreements covering 1,600 employees. The largest average increase was recorded in **finance and professional services**; two agreements covering 1,250 employees averaged increases of **4.0 per cent**. For the remaining industries, average wage increases in descending order of magnitude were: the **education, health and social services** sector at **3.7 per cent**; **public administration** at **3.3 per cent**, and **information and culture** at **3.1 per cent; utilities** at **2.7 per cent** and **manufacturing** at **2.6 per cent.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, October 2003

	Agreements	Employees
Atlantic Provinces	3	2,930
Quebec	6	5,000
Ontario	7	19,990
Prairie Provinces	5	6,240
British Columbia	3	10,930
Multiprovince	-	-
Federal	2	1,200

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2003			Year to	2003		
				1	2	3	date	Aug	Sep	Oct
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.2	2.8	2.8	2.6	3.1	2.7	3.4	3.0	2.2
Non-COLA	2.5	3.2	2.8	2.8	2.6	3.3	2.8	3.7	3.3	2.4
COLA	2.4	3.2	3.6	1.9	2.4	2.9	2.5	2.1	2.9	1.8
First Year Adjustment	2.3	3.4	3.0	3.0	2.4	3.3	2.7	3.5	2.9	2.0
Non-COLA	2.3	3.4	2.9	3.1	2.5	3.6	2.8	3.6	3.2	2.6
COLA	2.5	3.3	4.2	1.6	1.7	2.8	2.2	2.8	2.8	0.9
Industries										
Primary	2.1	2.7	2.1	1.5	3.8	-	2.7	-	-	-
Utilities	3.5	2.5	2.4	3.9	2.2	2.7	2.4	-	2.7	2.7
Construction	3.6	3.2	1.2	-	2.4	1.8	2.2	-	1.8	-
Manufacturing	2.6	2.6	3.5	2.4	2.4	2.3	2.4	2.1	2.5	2.6
Wholesale and Retail Trade	1.7	1.6	1.9	-	1.0	3.0	1.2	-	3.0	1.2
Transportation	2.4	2.8	2.9	2.5	0.3	2.9	1.9	2.6	2.9	-
Information and Cultural Industries	2.9	3.2	3.0	1.4	2.9	3.0	2.3	-	3.0	3.1
Finance, Professional Services	1.8	2.2	2.1	2.7	2.0	2.5	2.7	2.5	-	4.0
Education, Health, Social Services	2.6	3.5	3.0	2.9	3.4	4.3	3.4	3.9	5.1	3.7
Entertainment,Hospitality Industry	3.0	4.0	2.4	3.3	3.3	1.8	2.8	-	-	2.5
Public Administration	2.3	3.1	2.6	2.7	2.8	3.0	2.9	3.8	2.7	3.3
Jurisdictions										
Newfoundland and Labrador	3.7	5.0	6.6	3.0	-	5.0	3.4	-	-	-
Prince Edward Island	2.2	3.1	4.9	3.6	-	-	3.2	-	-	3.0
Nova Scotia	2.2	3.7	2.4	3.4	3.1	3.3	3.3	-	-	2.0
New Brunswick	2.8	3.4	2.7	2.3	3.8	-	2.6	-	-	2.2
Quebec	2.4	2.8	2.1	1.8	2.4	1.9	2.2	-	2.1	2.7
Ontario	2.6	2.9	3.0	3.1	3.6	3.7	3.3	3.4	3.9	2.1
Manitoba	2.6	2.4	4.0	3.1	2.0	3.8	2.8	4.1	2.7	2.7
Saskatchewan	3.5	2.9	3.9	3.6	2.6	3.1	3.0	-	3.1	-
Alberta	4.7	5.1	5.0	3.5	2.4	3.3	3.0	3.3	3.3	3.5
British Columbia	1.6	3.1	1.9	2.3	1.5	2.5	1.9	-	-	1.3
Multi-Province	2.7	3.0	3.3	-	2.7	1.8	2.4	-	1.8	-
Federal Jurisdiction	2.2	3.0	2.9	2.1	0.8	3.1	2.1	2.3	3.0	3.5
Public Sector	2.5	3.3	2.9	2.9	3.2	3.2	3.1	3.7	3.1	3.3
Private Sector	2.4	3.0	2.6	2.4	0.7	2.3	1.4	2.1	2.5	1.4
Consumer Price Index	2.7	2.6	2.2	4.4	2.8	2.1	3.0	2.0	2.2	1.6

Data for the month of October are preliminary.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Utilities (2 agreements)	**3,510**	**2.7**	**3.0**	**36**	
Manitoba Hydro, office and clerical employees, province-wide, Man.	1,030	2.7*	3.0	36	2006-03-22
Manitoba Hydro, service and maintenance employees, province-wide, Man.	2,480	2.7*	3.0	36	2006-05-31
Manufacturing (3 agreements)	**2,280**	**2.6**	**2.3**	**39.1**	
I.M.P. Group Limited, plant and maintenance employees, Halifax County, N.S.	500	2.0*	2.0	36	2006-03-31
Johnson & Johnson Products Inc., hourly rated employees, Montréal, Que.	580	2.6	2.5	48	2007-04-30
Prevost Car inc., plant and maintenance employees, Ste-Claire, Que.	1,200	2.9*	2.3	36	2006-06-30
Wholesale and Retail Trade (4 agreements)	**23,930**	**1.2**	**0.8**	**47**	
Canada Safeway Limited, retail employees, province-wide, B.C.	8,000	1.3*	0.0	60	2008-03-29
Canada Safeway Limited, retail employees, province-wide, B.C.	2,230	1.3*	0.0	60	2008-03-29
Great Atlantic & Pacific Company of Canada Limited, retail employees, province-wide, Ont.	13,000	1.1	1.5	36	2006-09-23
Overwaitea Food Group (Overwaitea Foods and Save-On-Foods), retail employees, province-wide, B.C.	700	1.3*	0.0	60	2008-03-29
Information and Culture (2 agreements)	**1,180**	**3.1**	**3.6**	**38.2**	
Bravo! CHUM Television, Citytv, Drive-In Classics, broadcast and TV employees, Toronto, Ont.	650	3.0	4.0	40	2006-10-31
Calgary Public Library Board, librarians, Calgary, Alta.	530	3.3	3.0	36	2006-03-31
Finance and Professional Services (2 agts.)	**1,250**	**4.0**	**4.0**	**56.2**	
Atomic Energy of Canada Limited, engineers, Ont. and Que.	550	4.0	4.0	36	2005-12-31
Les Caisses populaires du Saguenay-Lac St-Jean, office and clerical employees, Saguenay-Lac-St-Jean region, Que.	700	4.0	4.0	72	2009-08-31
Education, Health and Social Services (6 agts.)	**5,910**	**3.7**	**3.8**	**30.5**	
Capital Care Group, health service-non-professionals, Edmonton, Alta.	600	3.7	5.5	24	2005-06-30
Dufferin-Peel Catholic District School Board, plant and maintenance employees, Mississauga, Ont.	710	6.6	6.6	12	2004-09-30
Government of New Brunswick, educational services, province-wide, N.B.	730	2.2	3.0	60	2007-04-30

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2003 (cont'd)

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Halton District School Board, elementary teachers, Burlington, Ont.	1,550	3.9	3.0	24	2004-08-31
Health Authorities of Prince Edward Island, health and social care professionals, province-wide, P.E.I.	1,700	3.0	3.2	36	2006-03-31
Ottawa-Carleton Catholic District School Board, office and clerical employees, Ottawa, Ont.	620	3.0	3.0	24	2005-08-31
Entertainment and Hospitality (2 agreements)	**1,600**	**2.5**	**2.5**	**48**	
Resto-Casino Inc. (Casino de Montreal), hotel and restaurant employees, Montréal, Que.	600	2.5	2.5	48	2007-03-31
Société des casinos du Québec inc., casino employees, Montréal, Que.	1,000	2.5	2.5	48	2007-03-31
Public Administration (5 agreements)	**6,630**	**3.3**	**3.2**	**29.3**	
Alberta Treasury Branches, administrative services employees, province-wide, Alta.	1,600	3.5	3.5	24	2005-03-31
City of Hamilton, firefighters, Hamilton, Ont.	500	3.6	3.9	36	2005-12-31
City of Toronto, firefighters, Toronto, Ont.	3,000	3.5	3.5	24	2003-12-31
Niagara Regional Police Services Board, police officers, Niagara Region, Ont.	610	3.7	3.8	36	2005-12-31
Ville de Longueuil, inside employees, Longueuil, Que.	920	1.6	1.0	48	2006-12-31
Agreements with COLA (7 agreements)	**16,140**	**1.8***	**0.9**	**52.3**	
Agreements without COLA (19 agreements)	**30,150**	**2.4**	**2.6**	**35.2**	
All Agreements (26 agreements)	**46,290**	**2.2**	**2.0**	**41.2**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	114,320	B/CO	May02-Dec.03
•Canadian Food Inspection Agency	PSAC and PIPSC	4,350	B/CO	Dec.02-Sept.03
•Canada Customs and Revenue Agency	PSAC	41,480	B	Oct. 03/Dec.03
•Government of Nova Scotia	CUPE (public works)	1,600	CO	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Nova Scotia Assn. of Health Orgs.	N.S. Nurses Union	4,000	B	Oct. 03
•Government of New Brunswick	CUPE (health)	5,800	B	June 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	CO	various
•Government of Quebec	various unions	323,470	B	June 02/ 03
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	19,230	B/ARB	April 02
•GO Transit (Ont.)	ATU	780	CO	July 03
•College Compensation and Appointments Council (Ont.)	OPSEU	13,500	CO/TENT	Aug. 03
•Ontario Power Generation	Society of Energy Professionals	3,93	B	Dec.. 03
•Ontario Nursing Homes	SEIU	3,200	B	Dec.. 03
•Government of Manitoba	MGEU	12,590	TENT	Mar. 03
•Government of Saskatchewan	Sask. Govt. and Gen. Empls. Union	9,860	B	Aug. 03
•Sask Power	IBEW	1,340	B	Dec.. 03
•Alberta Boards of Education/Trustees (Calgary and Edmonton)	ATA	13,360	B	Aug. 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	4,000	B	Dec. 02
•B.C. Forest Industry	IWA-Canada	19,500	B/WS	June 03
•B.C. Ferry Corp.	B.C. Ferry and Marine Workers	4,400	B/ARB	Dec.. 03
•Government of Nunavut	PSAC	2,500	B	Mar. 03
•CP / CN / VIA Rail	various unions	23,660	B/TENT	Dec. 02/ 03
•Pipeline Contractors	Labourers, Oper. Eng.	4,000	B/TENT	April 03
•Bell Canada	CEP and CTEA	8,000	B	Nov./Dec. 03

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

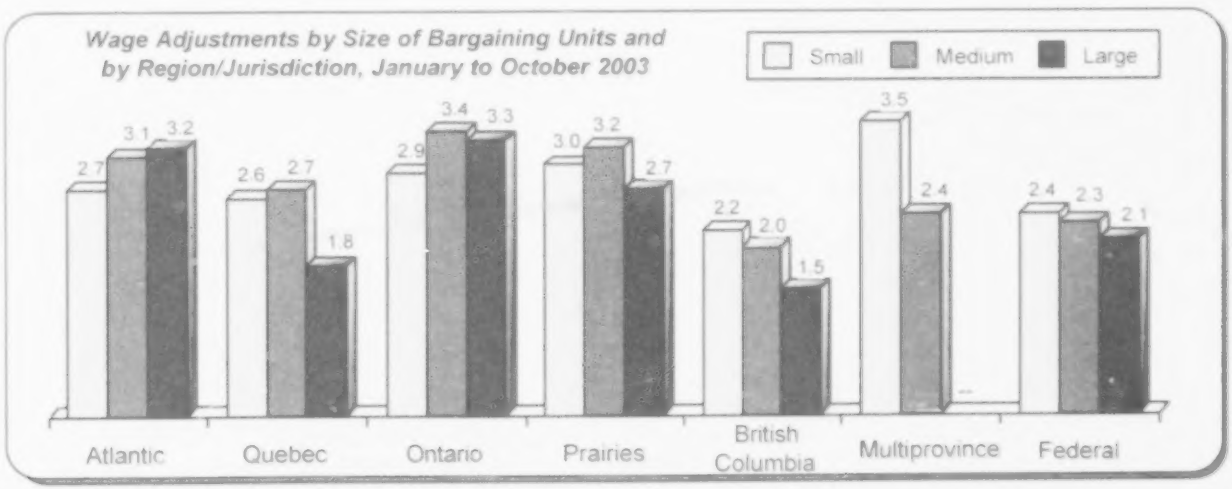
Year-to-Date 2003 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 436 collective bargaining settlements reached to date (January to October), 144 settlements were in small bargaining units (between 100 and 499 employees), 231 were in medium bargaining units (500 to 1,999 employees), and 61 were in large bargaining units with 2,000 employees and over.

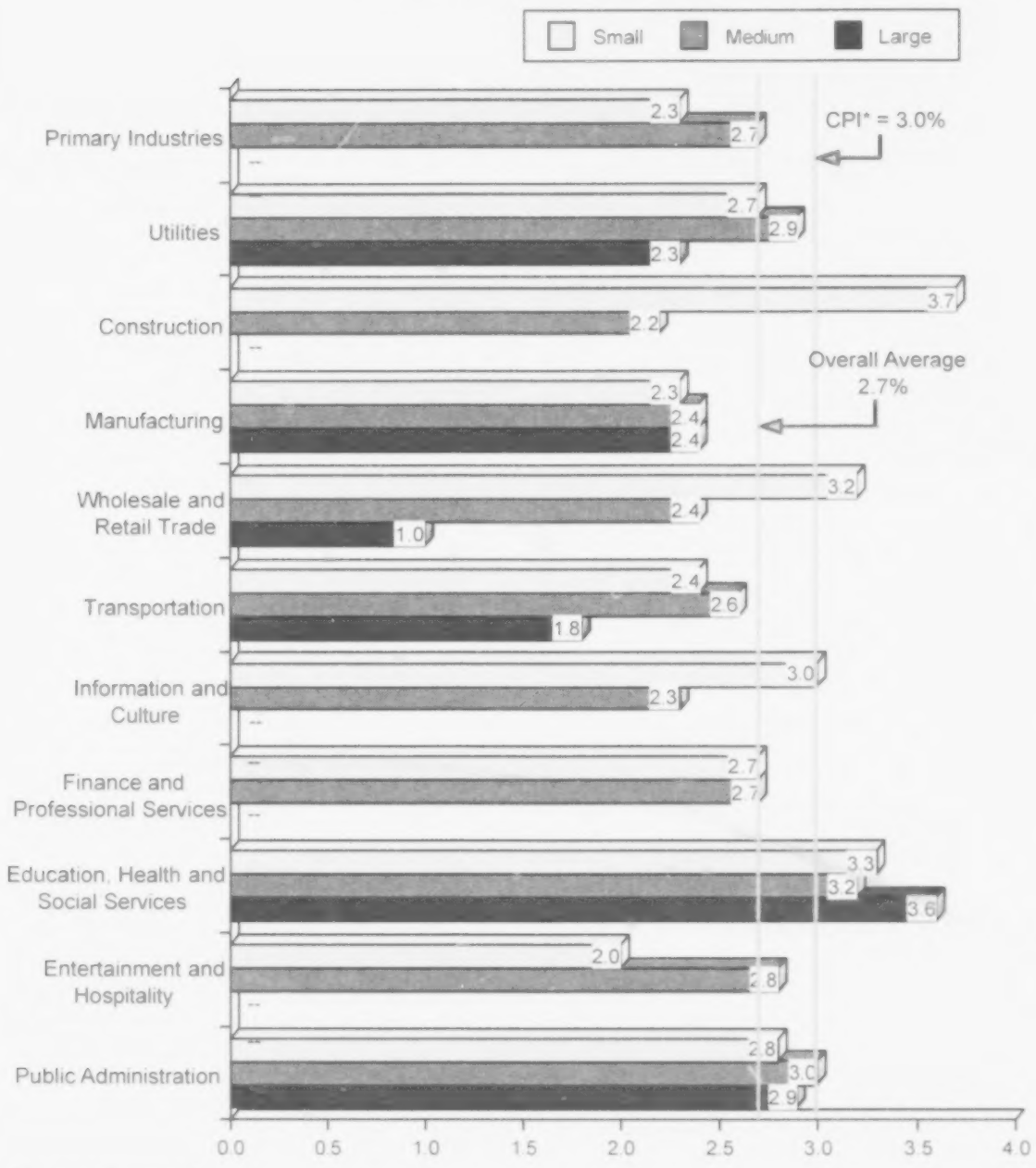
SMALL bargaining units reported an average increase of **2.8 per cent. Public sector** settlements provided an average increase of **3.2 per cent,** higher than the **private sector** wage adjustment of **2.4 per cent.** On an industry basis, the **construction** sector had the highest wage adjustment at **3.7 per cent** while the **entertainment and hospitality** sector reported the lowest average at **2.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.5 per cent** in the **Multiprovince** category to a low of **2.2 per cent** in **British Columbia.**

MEDIUM bargaining units reported a year-to-date average wage increase of **3.0 per cent. Public sector** settlements resulted in an average increase of **3.2 per cent,** compared to the **private sector** figure of **2.4 per cent.** On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.2 per cent** while **construction** reported the lowest average at **2.2 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in **Ontario** to a low of **2.0 per cent** in **British Columbia.**

LARGE bargaining units reported a wage increase of **2.5 per cent.** Settlements in the **public sector** resulted in an average increase of **3.1 per cent** compared to **0.7 per cent** in the **private sector.** The Air Canada wage reductions and wage freeze continue to have an effect on year-to-date private sector, transportation and federal jurisdiction adjustments. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **3.6 per cent** while the **wholesale and retail trade** sector reported the lowest increase at **1.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in **Ontario** to a low of **1.5 per cent** in **British Columbia.**



Percentage Wage Adjustments
by Size of Bargaining Units and by Industry
January to October 2003



* Per cent change from the same period last year

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN AUGUST 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Agrium Inc., mill employees, Vanscoy, Sask.	310	2.7	2.7	36	2006-04-30
Utilities (1 agreement)					
Manitoba Hydro, utility workers, Winnipeg, Man.	360	2.0 *	3.0	36	2005-12-28
Manufacturing (2 agreements)					
Maple Leaf Pork, Division of Maple Leaf Meats Inc., plant and maintenance employees, Lethbridge, Alta.	280	3.2	3.9	36	2006-03-31
Natco Canada Ltd., production, Calgary, Alta.	110	1.0	0.0	24	2005-07-31
Transportation (2 agreements)					
Waterfront Foremen Employers Association, foremen, Vancouver, B.C.	430	2.6	2.7	51	2007-03-31
Westshore Terminals Ltd., longshoremen, Delta, B.C.	300	2.6	2.4	48	2007-01-31
Finance, Professional Services (1 agreement)					
Atomic Energy of Canada Limited, scientific and other professionals, Chalk River, Ont.	410	4.2	4.0	36	2006-06-30
Education, Health and Social Services (1 agreement)					
Peace Wapiti Regional Division No. 33, elementary and secondary teachers, Grande Prairie, Alta.	350	2.3	2.3	12	2004-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*

Published by the Authority of the Minister of Labour, Government of Canada
©Minister of Public Works and Government Services Canada 2003. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.